

Bulletin

No. 19 33rd year

University of Toronto

Monday, May 5, 1980

University to close off more streets

as almost two decades of land negotiations come to an end

by Sarah Henry

An 18-year discussion of land swaps involving city council, the province, metro council and the University is winding up — and it looks as though all parties will go home satisfied.

The University has agreed to give the city what it wants, the strip of Wellesley St. running behind Queen's Park. It will give metro the roadways on either side of Queen's Park. And it will sign over to the province the front lawn of the legislative buildings, which the University rented to the city on a 999-year lease back in 1859.

The University, for its part, will finally take control of all remaining streets on the west campus, south of Harbord and west of St. George St. It will, at last, be able to close off Huron St. between Harbord and Russell Streets, as well as Willcocks from St. George to Spadina Ave., and the portion of Russell running between St. George and Huron.

A decision on creating the proposed landscaped promenade on Huron St. between Harbord and Willcocks, and on Willcocks between Huron and St. George is expected this summer. It is likely the landscaping won't extend south of Willcocks or west of Huron until final decisions are made on the southwest campus project immediately to the south, says Jack Dimond, executive assistant to the vice-president — campus and community affairs.

City council agreed last month to give the University control of the streets following several meetings over the past year with Toronto mayor John Sewell and President James Ham.

From the University's standpoint, this

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The University will make a decision in coming months on whether to go ahead with proposed landscaping on Huron St. between Harbord and Willcocks, and on Willcocks between Huron and St. George. The landscaping further south shown in this artist's sketch will probably await discussion of the South West Campus Project.

Pro-, anti-union forces clash

Askew under fire at UTSA meeting for 'acting unilaterally'

by Pamela Cornell

"If the unionists can't manage to destroy the University of Toronto Staff Association (UTSA), they may destroy it by managing it," charged David Priddle, when candidates for the executive council addressed the general membership April 30 in the Hart House Debates Room.

Though running for secretary against incumbent Stuart Sutherland, Priddle devoted most of his campaign speech to criticizing UTSA president David Askew, whom he himself had nominated for the post this time last year.

A former UTSA president, Priddle said he and another former president, Charlotte Turnbull (a candidate for second vice-president), were running for office in the May 14 election because they are "alarmed at what we've seen happening in the association this year."

He charged Askew with violating the constitution on at least five counts and with frequently acting unilaterally without consulting or informing others actively involved in the organization. Priddle termed unconstitutional a five-month delay in holding a by-election for

treasurer, a one-month delay in establishing a nominating committee, and failure to appoint a returning officer before or during the final meeting of the board of representatives.

Askew also violated the constitution, he said, by declaring himself interim treasurer in January, by attempting to increase membership fees from \$2.50 to \$3 a month without giving notice of motion, and by allowing a policy statement on professional development to be made to the Personnel Policies Board without first getting the approval of the UTSA board of representatives or subsequently informing either the executive or the board about the action.

"Not a single financial statement has been given to the board this year," said Priddle, "and he neglected to inform our representatives on the Presidential Pension Advisory Committee that he'd received the actuarial report on our pension plan. The result was that our reps were personally embarrassed, but more important, this association was embarrassed."

Priddle said UTSA had been allowed

to stagnate, with membership staying at about the same level as last year, despite the fact that Askew had assumed chairmanship of the membership committee in January.

"The committee met and prepared a letter to non-members encouraging them to join. But the letter wasn't sent. Then, a few weeks ago, David, ignoring the work of the committee, sent his own letter instead, with predictable results: there has been negligible increase in the number of members."

Much of the acrimony surrounding this year's UTSA election campaign centres around whether or not the association should seek certification as a union, should work out a memorandum of agreement with the University's administration, or should continue as a "free association".

Priddle and Turnbull are running on the free association platform along with presidential candidate Rianna Wallace and Anne Lewis, a candidate for treasurer. Also on the free association slate is Karel

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Magocsi appointed to Ukrainian Chair

Professor Paul R. Magocsi has been appointed to the Chair of Ukrainian Studies, endowed in 1979 with \$300,000 raised by the Toronto Ukrainian community and with \$300,000 from the federal government.

Born in 1945, Prof. Magocsi received his MA and PhD from Princeton and is now at Harvard where he is senior research fellow in the Ukrainian Research Institute, Harvard lecturer in government, and managing editor of the Harvard Series in Ukrainian Studies. He has published six books, speaks four languages and reads eight.

The chair will be located in the Department of Political Economy with cross-appointment to the Department of History. Prof. Magocsi will take up his new duties July 1, 1980.

Reception to be held for retiring staff

President James Ham is holding a reception for all those members of the academic and non-academic staff who will be retiring at the end of this academic session. It will be held in the Hart House quadrangle on Wednesday, May 21 from 4.30 to 6 p.m.

These events have been greatly appreciated by the honoured guests and have been attracting an increasing number of University colleagues. Attendance of continuing members of the University teaching and support staffs along with families and friends of the honoured guests make the event a high point in the University social calendar. All members of the University community are cordially invited to attend.

Twentieth anniversary of Great Lakes Institute

The Institute for Environmental Studies is holding a symposium and party to celebrate the 20th anniversary of the founding of the Great Lakes Institute on May 30. The symposium will provide an opportunity to review the development of great lakes' research and the directions to be moving in this area in the 1980s. Speakers will include Ron Shimizu of Environment Canada and W. Jack Christie of the Ontario Ministry of Natural Resources. For more information on the symposium, and party following, contact Mary Bird at 978-5341.

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University took 'appropriate' action in radiation poisoning case

The following is a statement issued by Professor Kenneth McNeill, chairman of the University's Radiation Protection Authority on Thursday, May 1.

In June last year, a routine thyroid check of a senior technician working in the Faculty of Medicine showed that the technician in question had a thyroid burden of Radioactive Iodine 125 in excess of permissible levels. Since there was a possibility that the quarterly dose allowable may have been exceeded, the Radiation Protection Authority instructed the technician not to work with radioisotopes until further notification. The Atomic Energy Control Board which was notified of this occurrence confirmed our action and stipulated that the restricted period would be a minimum of three months. The thyroid check, previously done routinely by the Department of National Health and Welfare and on call at the Toronto General Hospital, was carried out at the University using equipment recently acquired for doing it more conveniently on campus.

An investigation, which is mandatory in occurrences involving radioactive materials, showed that the radioactive iodine had been ingested from a jar of powdered milk used exclusively by the technician concerned.

The assistance of the Metro Toronto Police Department was requested and

its subsequent investigation has been unable to shed any light on how the powdered milk became contaminated.

The Atomic Energy Control Board confirmed that the dose received is within the allowable quarterly limit and stated that the technician could return to normal duties as of Oct. 14, 1979.

During the investigation all the appropriate actions were taken by the University to prevent a further occurrence such as increasing laboratory surveillance and advising the Ministry of Labour, Workmen's Compensation Board and senior University authorities, including the Ombudsman, of the occurrence and its implications. The technician, who was temporarily assigned to special duties on the staff of the chief radiation protection officer, returned to her laboratory.

The University's licence for use of radioactive materials was due for routine review in 1980 and, as is usual at such times, has resulted in discussions with the Atomic Energy Control Board on a number of aspects, including security, in order that agreement can be reached on what is desirable and practicable. We have no reason to believe that our current licence will not be renewed as the monitoring and control measures we use are designed to meet the standards insisted upon by the Atomic Energy Control Board.

West campus road closings

Continued from Page 1

jurisdictional shuffle will mean that "the land that looks like it's part of the University will be controlled by the University. And the land that looks like public land will be owned by the public authorities," says Dimond.

The University currently owns the land on Queen's Park, with the exception of the plot on which the provincial parliament building stands. But since 1859, it has leased the front lawn to the city for \$6,000 a year to support two chairs, in medicine and engineering. The back lawn has been rented over the same period by the province for just five shillings a year.

(The University has never taken the province up on its offer of five shillings a year. And the \$6,000 payment stopped by mutual agreement back in 1973 when it looked as though the property exchanges were finally going to be completed.)

City council approved in principle the closing of all interior streets on the west campus back in 1962, says Dimond. In the years that followed, the University took over Classic Ave. (between New College and the Benson Building), Bancroft St. (on which the Graduate Students' Union building stands), and the little laneway that runs between Sidney Smith Hall and the Ramsay Wright Zoological Laboratories. Other minor by-ways gave way to the building programs of the 60s.

Meanwhile, on the other side of the St. George campus, the Queen's Park adjustments began 17 years ago to re-allocate land so that it would reflect actual use.

Years passed, as they tend to when several jurisdictions sit down together. "At the same time the Queen's Park exchanges were coming to a conclusion, the University decided to raise the question of compensation with the city for the land west of St. George," says Dimond.

The University's bargaining position was strong because of its past generosity. When the University gives, it does not forget.

The University has a long memory," reflects Dimond. "In the past, the University has given over land to widen Bloor St., to widen College St., to widen Elizabeth St. Originally, Hoskin Ave. did not open up onto Queen's Park, but the University gave the land to make the extension possible."

Back even further, the University owned what has become the west lane of University Ave. from College St. to Queen St. It also owned College St. from around St. George to Yonge St.

"We gave those lands to the public authorities. So there's a long, long history of the University, over the years, having conveyed much more land to the public authorities than the public authorities have conveyed to the University," he says.

Although the technical details haven't been ironed out, it is expected that the city will turn the west campus streets over to the University on a long-term lease at no payment, rather than give the land outright. The city will then be responsible for the public utility hardware lying under the road, leaving the University responsible for above-ground maintenance like snow removal — and probably pruning and trimming.

"The landscaping is still entirely up in the air," says Dimond. "It's entirely dependent on capital allocation by the bodies within the University."

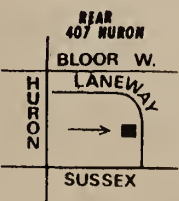
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Campus employment for native students

For the second year, U of T has been invited to participate in Campus Employment for Native Students (CENS), a program designed to expose native secondary school students to post-secondary environments, by providing meaningful employment for these students on a university or college campus. Very few native students attempt post-secondary studies, and fewer still graduate. CENS was started more than 10 years ago to ease the "double culture shock" which native students face when they begin post-secondary programs in a totally non-native environment.

For native students hired through CENS, the Ministry of Education/Ministry of Colleges & Universities will subsidize salaries at the minimum wage, for a period of six to 10 weeks during the summer. Hiring departments must provide either free room and board or a stipend of \$50 per week, since the minimum wage is not adequate to cover Toronto living expenses for out-of-town students. Positions should offer exposure to some significant aspect of university life, or provide useful experience and training.

Last summer, 14 native students worked at the University in jobs ranging from greenhouse assistant to receptionist, and the Personnel Department hopes that a wide variety of positions can be offered this year.

Dorothy Gillmeister, equal opportunity officer, will be coordinating the CENS program again this year and should be contacted at 978-8507 for further information.

Erindale dean search committee

Principal Paul Fox has appointed a search committee for the position of associate dean (social sciences) Erindale College, to replace Dean H.F. Andrews, effective July 1, 1980. Members are: Principal Fox (chairman); Professors Meyer Brownstone, political economy; Jill Webster, associate dean, Faculty of Arts & Science; Lorna Marsden, associate dean, School of Graduate Studies; *W.J. Huggett, philosophy; *F.J. Melbye, anthropology; *C.J. Houston, geography; *M.J. Hare, economics; and *D.F. Campbell, sociology; and L.E. Weir (secretary).

The committee will be pleased to receive nominations, which should be sent to the secretary, or to any member.

The closing date for nominations is May 9, 1980.

*Erindale College

Bulletin

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 Photographer: David Lloyd
 Advertising: Marion de Courcy-Ireland, 978-2106
 Marketing & Advertising Sales:
 Beverly Garber, 978-2106

Director: Elizabeth Wilson

Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Information Services, 45 Willcocks St., Toronto, Ontario M5S 1C7
 Telephone 978-2102

Submissions for publication must be in the *Bulletin* office 10 days before publication date. Display advertising space must be reserved two weeks before publication date.

A new kind of student: our own staff

Inspired by the tuition fee waiver, staff are rushing to the classroom

by Jacqueline Swartz

You've put in a hard day's work. At five o'clock you're eager to relax, eat dinner, see friends. Instead you trudge through the snow to a class or tackle a paper that can't be put off. You're a student.

"It takes a lot of will-power," says Takashi Nozaki, an engineering technologist at the Department of Physics. Nozaki is one of a growing number of the University's non-academic staff who have gone back to school, moonlighting as students while working full-time during the day. He joined the University nine years ago, and in 1974 started taking physical science courses "to improve my job efficiency". Last spring he got his BSc.

In 1976 there were 293 non-academic staff enrolled in U of T courses. By 1979 that figure had almost doubled, according to Sylvia Holland, personnel officer in charge of educational assistance. The rush to the classroom, she says, was inspired by a tuition waiver adopted in 1975. Since that time the University has paid full tuition for staff taking courses towards a degree (through the master's level) or a business certificate at U of T. Fifty percent of tuition is paid for courses (not necessarily leading to a degree) at York or Ryerson. (An exception is the School of Continuing Studies, to which the University doesn't pay tuition for staff members. Instead, the school itself offers staff a 50 percent discount.)

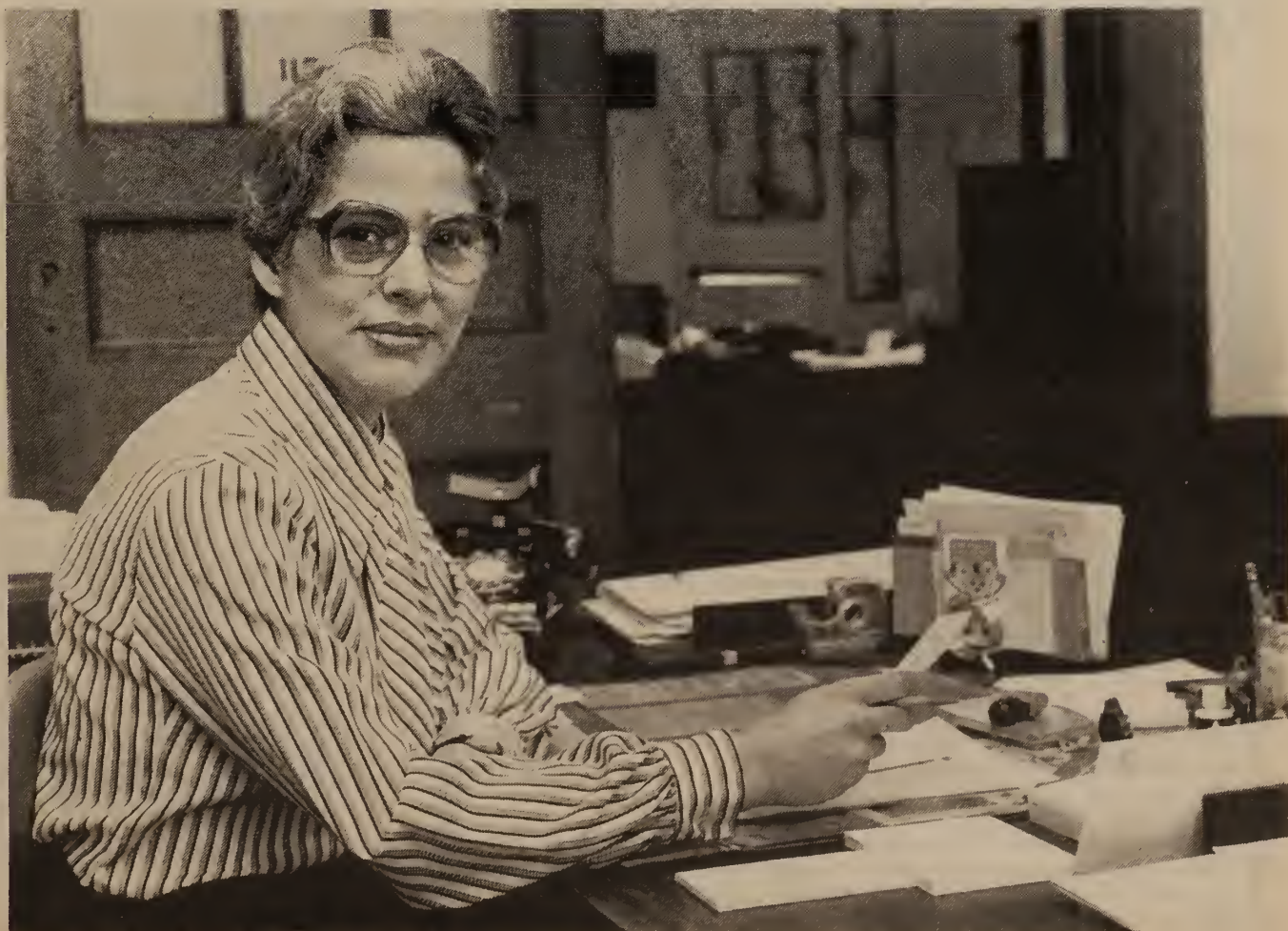
Statistics are not yet available on how many staff have received degrees, says Holland, "but from what I've seen, many are working towards their bachelor's". And not for reasons usually ascribed to full-time undergraduates. "Quite a few staff are taking courses for their own interest rather than hoping to climb the career ladder," she remarks, adding that, unlike several years ago, women taking courses greatly outnumber men.

Pat Staton, administrative assistant to the chairman of the Department of Biochemistry, plans to receive her MA from the Ontario Institute for Studies in Education this summer from the Department of History and Philosophy of Education. "I'm a 50s' person," she says. "I quit school, got married and had children." Deciding she wanted to work

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Miriam Krieger, Faculty of Education



Ruth Botelho, Office of the Vice-President — Campus & Community Affairs

outside the home, she joined the University in 1966. In 1972 she took one course at U of T, and four-and-a-half years later she had a BA in history. "In the back of my mind was law school," she says, but that was before she got interested in women's studies. She minored in it at U of T and is now doing research on the history of women in education. "I don't plan way ahead: I hadn't thought of doing a master's, but education is habit-forming," says Staton. She's not career oriented, she adds, mainly because of the paucity of job opportunities for teachers in the women's studies field.

Taking 15 credits in less than five years is a sacrifice, she emphasizes. "It cuts into your social life — and your standards of housekeeping." She couldn't have done it, she insists, without the support of her family and her department chairman. And she got plenty of encouragement from her co-workers, who were on hand to cheer her at the graduation ceremony.

Miriam Krieger, a secretary at the Faculty of Education for 12 years, also credits her co-workers with encouraging her. She graduated last June with a BA in English from York. "It was a personal thing," she explains, adding that the degree does bring with it new options, particularly for administrative positions.

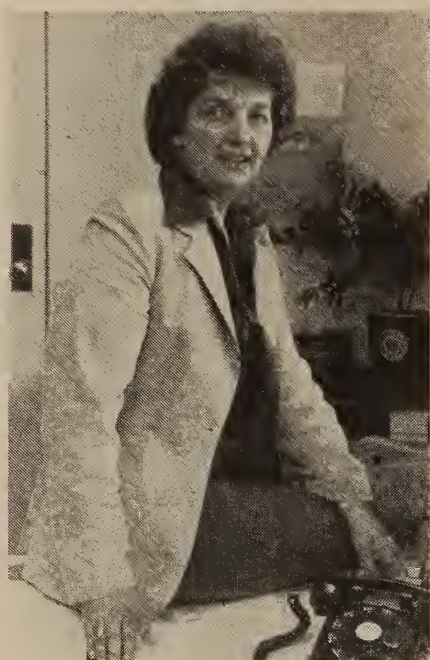
She began her studies seven years ago, with one course. "After a day at work it's difficult. You're tired. And your personal life suffers," she says. "But it's great that the University has this program." Krieger adds, however, that the University could make it easier for moonlighting staff by giving them time off for registration and exam days.

Time off, says Sylvia Holland, is usually given informally by chairmen and supervisors, although it is not an official part of the tuition waiver package. And of course, people need more or less time depending on the number of credits they take.

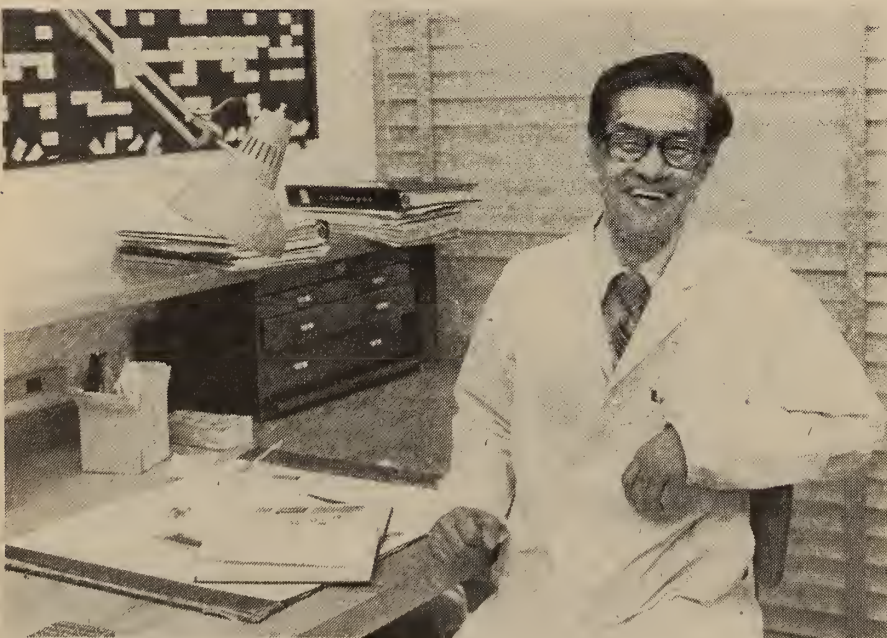
Ruth Botelho, secretary to the vice-president — campus and community affairs, allowed herself 10 years to get her BA, which she plans to receive this spring. "I took what I was interested in," she

remarks. Her courses, she says, opened up new areas of knowledge. "I'm more aware now of the world around me and of history." She calls the tuition waiver, which didn't exist when she first enrolled at the University, "a wonderful privilege — one of the most important staff benefits we have."

Pat Staton agrees. And she emphasizes that the University benefits as well as staff. "A better educated staff enhances the quality and prestige of the University," Staton feels that the next step in educational assistance is to grant study leave to long term non-academic staff, perhaps without pay. "You can take time off if you're physically or emotionally disabled, so why not for personal growth," she remarks, noting that study leave is common for academic staff and in the business world. "After all, our product here is education. We should all have access to it."



Pat Staton, Department of Biochemistry



Takashi Nozaki, Department of Physics

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Committee Highlights

The Academic Affairs Committee, at its meeting April 10

- approved the change of the name of the graduate Department of Physiology and Banting & Best Research to graduate Department of Physiology
- approved a proposal that a comprehensive review of the University's post-admission English proficiency testing programs take place no later than the fall of 1982
- approved a feasibility study for a Canadian centre of toxicology (see page 8)
- approved arts and science English language admission requirement (see page 16)

The Campus & Community Affairs Committee, at its meeting April 15

- expressed its disapproval of the use of Convocation Hall for purposes such as strip-tease shows like the one staged by the Engineering Society on Jan. 18, 1980 and approved that the vice-president — campus and community affairs develop amendments to guidelines as to the appropriate use of Convocation Hall by September 1980. Members stressed that the issue was the appropriate use of Convocation Hall and did not wish the motion to be interpreted as any desire for censorship
- the vice-president — campus and community affairs invited members to respond to the chairman of the Governing Council's report given at the last meeting on her decision not to grant a petition from some graduate students requesting that the University not collect the compulsory incidental fee on behalf of the Graduate Students' Union. He added that at a later date he would propose some mechanisms whereby complaints

by members in such constituencies could be resolved and would propose means for regularizing the relationship between the University and student societies

The Planning & Resources Committee, at its meeting April 21

- approved the plan to reorganize the Institute of Child Study Laboratory School and reduce its budgetary deficit
- concurred with the Academic Affairs Committee that the proposal for a centre of toxicology be approved in principle
- heard a report from Harry Eastman, vice-president (research and planning) and registrar on the discussions with the Ministry of Colleges & Universities concerning a library for Scarborough College. The ministry agrees with the physical aspects: a two-storey addition to the R-wing which would house stacks. Parts of the library currently in the S-wing would be vacated and converted into office space. Estimated cost of this proposed R-wing addition is \$2.7 million. The University is proposing that the library be funded by direct provincial grants, private donations and an exchange of property assets. Some of the University's land holdings that were acquired 15 years ago for Scarborough College when it was expected that the college's enrolment would increase to 15,000 might be sold at some time in the future. Professor Eastman indicated that if the project were funded in this manner, it might be some time before the lands were sold and that during the interim the project would be bridge financed with debt service support from the ministry. The ministry has not yet committed any funds to the project.

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Tuesday, May 6

Lawrence Robert Aronsen, Department of History, "The Northern Frontier: United States Trade and Investment in Canada, 1945-1953." Profs. R.D. Accinelli and W.C. Berman. Room 111, 63 St. George St., 10 a.m.

Friday, May 9

John Konstantine Tsotsos, Department of Computer Science, "A Framework for Visual Motion Understanding." Prof. J. Mylopoulos. Room 309, 63 St. George St., 2 p.m.

Monday, May 12

Cary Steven Milner, Department of Sociology, "God, Saints, and Spirits: A Comparative Analysis of Brazilian Urban Medical Systems." Prof. P.K. New. Room 111, 63 St. George St., 2 p.m.

Thursday, May 15

Anne Laperriere-Nguyen, Department of Educational Theory, "The Process of Exclusion of Lower Class Realities from the School: An Analysis of the Perceptions of School and Community." Prof. R. Silvers. Room 111, 63 St. George St., 2 p.m.

Friday, May 16

Mary Ethel Annestad Francis, Department of Educational Theory, "The Role of Values Education in Multicultural Education." Prof. C. Beck. Room 111, 63 St. George St., 10 a.m.

Rose S. Ages, Department of Slavic Languages & Literatures, "Gogol's Correspondence and Selected Passages from Correspondence with Friends." Prof. D.G. Huntley. Room 307, 63 St. George St., 2 p.m.

Tuesday, May 20

Gary Santmyers Dell, Department of Psychology, "Phonological and Lexical Encoding in Speech Production: An Analysis of Naturally Occurring and Experimentally Elicited Speech Errors." Prof. P.A. Reich. Room 309, 63 St. George St., 10 a.m.

Wednesday, May 21

Eric William Ricker, Department of Educational Theory, "Ontario Provincial Politics and Educational Policy Making: The Role of Interest Groups in the Post-War Period." Prof. C. Beck. Room 111, 63 St. George St., 2 p.m.

Friday, May 23

Axel Fauser, Institute of Medical Science, "Early Events in Erythropoiesis." Prof. H. Messner. Room 309, 63 St. George St., 10 a.m.

Search for a Director of the Institute of Policy Analysis

The Council of the School of Graduate Studies has authorized the dean to establish a search committee for a director for the Institute of Policy Analysis. The members of the committee are: Professors B.A. Kalymon (Management Studies); Bennett Kovrig (Political Economy); John Leyerle (dean, SGS, chairman); Noah Meltz (Political Economy); M.J. Trebilcock (Law); Eugene Vayda (Community Health); T.A. Wilson, J.L. Carr and G.F. Mathewson (Policy Analysis).

The committee welcomes nominations which should reach the secretary of the search committee (P.J. White, 65 St. George St.) no later than May 10, 1980.

University Ombudsman's report

for the period October 1, 1978 to September 30, 1979

This fourth annual report, covering the period from October 1, 1978 to September 30, 1979, is submitted in compliance with the terms of reference for the University Ombudsman which require that the Ombudsman "make an annual report to the University community".

The format of earlier reports has been followed once again. Thus this report consists of statistics on the caseload for 1978-79, a review of items raised in previous reports, and brief summaries or references to specific cases which warrant particular attention or comment. Accompanying some of these are observations about their significance in terms of the role the Ombudsman's Office can play in dealing with specific kinds of institutional issues or problem situations. As in the past, the limited scope of an annual report together with other considerations have precluded any reference to most cases.

Statistics

Attached to this report as an appendix is statistical information on the caseload for the year under review along with some comparable data for the office's previous three years of operation. In previous reports I have noted the limitations of statistics as an indicator of the nature and scope of the office's activities and the same caution should be applied this year.

The only significant change in the caseload pattern is a 12 percent increase between 1977-78 and 1978-79. As in the past, it seems likely that this increase reflects a growing awareness among members of the University of the office's existence and, perhaps, confidence in its capacity to discharge its mandate, rather than an increase in the number of "problems" or grievable situations in the University.

The staff complement of the office remains at 2.0 FTE, a secretary and myself, and the operating expenses of the office for the year covered by this report, including salaries, but excluding space costs, were \$54,100. As was noted in an earlier report, the terms of reference originally called for a staff complement of 2.5 FTE but the additional funding has been gradually eliminated by budget reductions.

The office is now functioning most of the year at near capacity and, as was indicated in the budget submission for 1980-81, a substantial increase in the caseload would probably necessitate additional staff and funding. Even now, it seems that, partially because of the size of the caseload and partially because of the staffing arrangement in the office, less of the general investigative activity which could be done is undertaken because of the demands of coping with the day-to-day case flow. Nonetheless, most, although probably not all, of the more acute kinds of situations with which the office was established to deal are adequately addressed.

One matter related to the general functioning of the Ombudsman's Office which should be reported is that for the first time a subpoena in connection with a legal action filed against the University, in this case by a former employee, was received. The action was settled out of court so it was not necessary to appear. However, a legal opinion made it clear that, notwithstanding the promises of strict confidentiality made to persons contacting the Ombudsman's Office and sometimes in the course of investigations, a court could direct that information or documents which seemed material to a case before it be produced. Situations in which the Ombudsman would actually have direct evidence would probably be relatively rare and, in deciding whether disclosure should be required, a court might well consider the fact that the capacity to deal with persons in confidence is a vital feature of an ombudsman's office. Significantly, the Ombudsman for

Ontario is protected by statute from being required to appear as a witness in court. However, the Ombudsman for the University of Toronto enjoys no such privilege, although the full implications of this have so far proved difficult to assess.

Review of issues raised in previous annual reports

Only one issue from the 1977-78 report requires particular comment and this is the outcome of a review of pension benefits for current and retired hourly paid employees under a University pension plan known as P2614. The review was undertaken by the administration on my recommendation following an extensive examination of the pension situation of this employee group which disclosed extremely low pensions in many cases.

At the time my investigation was conducted, of the 149 pensioners in the group, only eight were receiving a pension in excess of \$100 per month. Twenty-nine were receiving less than \$25 per month, and an additional 51 were receiving less than \$50 per month. Many had lengthy service with the University, some over 25 years and a few over 30. The low pensions were a product of a number of factors. No pension plan for this employee group existed prior to 1959, and the one which was established then was of a relatively unattractive kind and in particular yielded a very limited benefit for those who joined late in their working lives. However, it was negotiated in the context of a collective agreement and the bargaining unit resisted until very recently the University's attempts to transfer its members to the regular plan for the academic and administrative staff which, although more costly to both employer and employee, provides a more substantial benefit and better protection against the effects of inflation. Low pensions for the hourly paid workers were also a product of relatively low salaries and, in some instances, the fact that employees worked for part of the year elsewhere. The result was that these pensioners, many of whom had served the University for years in often unglamorous occupations, were almost certainly in dire financial straits. The member of the University who drew this matter to my attention had been responsible for supervising some of these individuals during their employment at the University and argued that the institution, in simple justice, owed them better treatment than this.

A number of remedies were possible but all were both problematic and costly. Potentially far-reaching precedents for other employees were involved and there was a major question about the impact of any additional pension payments made by the University on other income supplements which individuals might be receiving. However, my investigation left me with the distinct impression that hourly paid workers had received less consideration in the matter of pensions than other, better-paid employee groups. The Etkin Committee in 1975 had virtually ignored their predicament and merely expressed the hope — so far unfulfilled — that they would be dealt with "in a spirit of generous compassion". Over the years the University had spent approximately \$12,266,000 to provide, retroactively, improved benefits to pensioners, and to current employees entitled to pensions, under the plan for members of the academic and administrative staffs, but no augmentation of the pensions of the hourly paid workers had been made apart from the cost-of-living supplements provided to all University pensioners. Even these supplements were not started for retired hourly paid workers until 1975, three years after they were provided to other pensioners, although a retroactive calculation was made.

Consequently I recommended in November 1978 that the University "give careful and thorough consideration to the predicament of this group of employees". This was not a call for a particular remedy, or necessarily any remedy at all, since this would clearly involve a judgement regarding the allocation of University resources which was beyond my competence as Ombudsman, a point to which I shall return later in this report.

The President accepted the unenviable task of assessing this complex and difficult problem and making a judgement regarding the University's moral obligation to this group in light of the historical circumstances and the many current claims on the institution's resources. In November 1979, he informed me that he had decided, after much deliberation, not to take any special action to augment the pensions of this employee group. This reflected, I gather, a judgement that the University should use the scarce funds now available to respond to current needs, which in the pension sector are considerable, rather than attempting to alter arrangements which were made in the past and were themselves part of an agreement with the employees involved.

In the circumstances I have concluded that there is no further action which I can or should take in this matter.

Cases

Not surprisingly, the vast majority of the cases dealt with in 1978-79 duplicated concerns which had been raised in the past. Grades and grading was the subject most frequently raised by students and the Grading Practices Policy was, of all University policies, the one most often referred to. The termination of their employment, often for fiscal reasons, was the issue most commonly cited by members of the administrative staff contacting the office. Parenthetically, it is worth noting that the two relevant policies, *Termination and Release of Administrative Staff for Fiscal Reasons*, have done much to regularize the handling of such matters. Academic staff members continued to make modest use of the office to deal with a variety of matters, most of which were of a routine character, although there appeared to be some increase in sensitivity to the expression and handling of criticisms regarding the performance of their duties.

The expectations of persons contacting the office continued to vary widely, with some believing that its task is to deal with virtually anything which they find wrong with the University. The terms of reference seem intended to allow considerable flexibility, so it is not possible or probably even desirable to be too categorical about what is or is not the proper business of the Ombudsman. However, experience, and to a lesser degree the demands of a growing caseload, have led me to be very cautious about investigating two particular kinds of "complaints", and it seems proper that these be mentioned.

The first are cases which involve, directly or indirectly, questions of resource allocation. A wide range has appeared in the last year or so, including the pension issue to which I referred earlier, the size of classes and the facilities in which they are conducted, the elimination of a particular duplicating service, the adequacy of secure bicycle storage on campus as compared with the facilities provided for automobiles, the degree to which the University has responded to the needs of its handicapped members in terms of modification to the University's physical facilities, and the allocation of scarce office space among staff members in a particular building.

Cases such as these involve issues which cannot be addressed by reference

to a specific policy, and in fact an investigation leads to a variety of moral, social, academic or administrative considerations. Moreover, recommendations for remedial action imply judgements about resource priorities which as Ombudsman I lack the competence and often the information base to make. At the same time, it seems clear that adequate, fair and informed consideration by the University of their legitimate needs is a right of its members. Therefore I have concluded — somewhat tentatively — that the proper role of the Ombudsman is to insure that such consideration is received, either by advising the individuals affected about means whereby they can draw their concerns to the attention of the appropriate authorities, or in some instances by more direct action. This might include the identification of the needs in question and, perhaps, the relative priority which they have so far been accorded, and the reporting of this information to the officials responsible. However, in the absence of evidence that they have acted in an obviously irresponsible or unreasonable fashion, no review of the merits of their decision would be undertaken. This has been a source of disappointment to some persons contacting the office.

I might add that a similar reaction, and for analogous reasons, has come from some staff members whose positions have been terminated because of budget reductions. Now that the financial terms of separation are clear in most cases, the major area of dispute has become whether or not a particular position or incumbent is an appropriate choice for achieving a necessary budget reduction. Again, it has become my practice to review the management decision itself only in so far as is necessary to establish that the choice of positions is reasonable in a very general sense and was made in a careful and responsible fashion and after appropriate consultations. Whether or not the choice made is a wise or prudent one, or in any sense "right", is not considered.

The second area in which I have come to restrict my involvement as Ombudsman is in dealing with allegations of gross mismanagement, misappropriation of funds, theft of University property, or other forms of misconduct. Since the inception of the Ombudsman's Office such matters, in which the rights or interests of the persons contacting the office are not involved in any direct sense, have come forward from time to time. In some instances all that has been required is a confidential opinion as to whether the information was sufficiently serious to be reported to a higher level and to whom and how the report should be made. However, in most cases the individuals making the allegations have expected, or at least hoped, that either the Ombudsman's Office would itself investigate the charges or would see that someone else in the University did, but without identifying the source.

It has always seemed undesirable that, given the Ombudsman's concern with fairness, the office should become a vehicle through which unattributed allegations regarding members of the University could be acted upon. However, it has not always seemed possible to dispose of such matters so easily. Some reports have alleged malfeasance of quite disturbing proportions which, if true, would surely involve significant loss and harm to the University and considerable embarrassment as well. On the other hand, if the allegations were false, it seemed to be in the interests of the institution and the persons named in the charges that these be laid to rest instead of circulating around the University harming reputations and destroying morale. Notwithstanding these considerations, my attempts to deal discreetly

Continued on Page 6

University Ombudsman's Report

Continued from Page 5

with one or two of these allegations have persuaded me of the futility of such efforts. For one thing, discreet, limited inquiries are simply often not effective — nothing is uncovered but nothing is laid to rest either. Moreover, adequate investigations are not possible on the basis of the fragments of information, sometimes second or third hand, that emerge from the kind of reports which I have received. And finally, the investigation of serious charges of misconduct is simply beyond the scope — and competence — of the Ombudsman's Office. Consequently, it has become my practice to keep a record of such reports and to discuss with the persons making them further action which could be taken to draw the information to the attention of those — both within the University and outside it — whose proper responsibility it is to deal with such matters, but to take no further action.

During the past year in two separate instances graduate students contacted the office for assistance in resolving disputes over rights and access to data collected on research projects on which they had worked jointly with members of the teaching staff. In one case the student refused to turn over data which she had collected until she was paid for her work as she reported had originally been agreed. The staff member denied that any such agreement had ever been made and sought action by the University to compel the student to surrender the data. In the other case, the student asked that the University require the staff member to grant the student access to, and use of, material which the student asserted she had collected on the understanding that it could be used as the basis for a thesis. In both cases the students had invested substantial time and effort in the projects. Both had been undertaken in the context of a very positive working relationship between the student and the staff member, but had come to involve considerable acrimony. In neither case was there an adequate written record of the original agreements upon which these collaborative ventures were based.

Two cases hardly constitute by themselves evidence of a widespread problem, and at this point a recommendation for some formal approach, perhaps in the form of guidelines, to the prevention of such disputes in the future does not seem justified. However, it is worth observing that it is only common sense to record in writing the terms of major collaborative efforts between students and faculty members. This is said not so much because either party cannot trust

the other — although this is sometimes the case — but rather because of the ease with which oral transactions are subject to misunderstanding and misinterpretation. A written agreement helps to insure that the parties both make their expectations clear and understand those of the other. And, of course, a written agreement can be referred to if difficulties arise. More than this, disputes may actually be prevented from happening thereby avoiding arguments and subsequent time-consuming efforts at adjudication. My concern here is not merely the protection of the interests of student members, but those of staff as well — both stand to lose where an unresolvable dispute occurs, and this was in fact the consequence in one of the cases referred to above. Beyond the level of individual interests, those of the University are affected when publications or other scholarly results are delayed, or fail to materialize at all, as has so far been the case in both of the instances cited above.

In the reports for 1976-77 and 1977-78 reference was made to the initiation of criminal charges against employees in connection with thefts or other similar incidents on campus. In 1978-79 three students sought assistance in securing the withdrawal of charges laid by the Metropolitan Toronto Police after the students had been apprehended in the early morning removing a cylinder of nitrous oxide from a University building. They explained that they had been drinking heavily, that they wanted the gas for use at a party, and that they planned to return the empty cylinder.

No action was taken to secure the withdrawal of the charge and none seemed justified. However, I was concerned at the expectation of these students that their conduct might be overlooked, or at least its consequences mitigated, because of their status and the fact that the incident occurred at the University. Therefore at the time I recommended that consideration be given to measures which might help disabuse students of any false sense of security in this regard.

Subsequent experience has suggested that this recommendation was rather naive since it was assumed that there was a more or less consistent approach in the University to such matters. I have come to doubt that this is the case. Obviously some discretion and flexibility in the handling of unacceptable conduct is desirable, and some variation in an institution this size is unavoidable. However, although there can be no justification for irresponsible or illegal behaviour, it does not seem right or fair that the actual hand-

ling of specific incidents should be so inconsistent — or so consistently lax — as to create a climate in which people come to believe that conduct which is unacceptable off-campus is acceptable at the University. Therefore, without intending to minimize the difficulties faced by those who have to make these decisions or the need for understanding and compassion in particular cases, I have to observe that expectations are more the product of actions than words. My sense is that the actual handling of behaviour which is harmful to persons or property on the campus might well be a worthwhile object of review.

In the 1977-78 report I noted that the office had become involved in the affairs of a student government "to an unprecedented and unwelcome degree" in the form of an investigation of election irregularities in the Erindale College Student Union. In 1978-79 even more time was devoted to the affairs of the Graduate Students' Union, although a formal investigation was not undertaken.

In January 1979, a complaint alleging extensive constitutional and fiscal irregularities on the part of the GSU was received bearing the signatures of 15 current or former members of its executive and general council. Eventually the GSU itself agreed to establish a body which came to be known as the External Commission of Enquiry to investigate the allegations. Although all three of its members were students with student government experience, none had been directly involved in the GSU during the period to be reviewed, and only one was a graduate student at this University.

From the beginning most, if not all, of the signatories of the original request for an investigation refused to recognize the commission as a valid response to their concerns. Their principal objection was that the commission was chosen by and responsible to the body whose conduct it was charged to investigate, namely the general council of the GSU. Nonetheless, in my judgement the commission appeared to be both competent and capable of making an independent appraisal of the GSU situation. Because of this, and because also of a desire to avoid if at all possible unduly compromising the traditional independence of student government, I decided to suspend any investigative activity pending the outcome of the commission's inquiry. When its report was received, I attended the meetings of the general council at which its findings and recommendations were discussed and on the basis of that observation of

the GSU's conduct of its affairs together with the contents of the commission's report and the general council's response to it I concluded that whatever abuses may have existed formerly, the organization now appeared to be conducting its affairs in an orderly fashion and in a manner consistent with the terms of its own constitution.

Conclusion

As in past years, the office has enjoyed a high level of cooperation from members of the University at all levels. One noteworthy trend has been the increased willingness of officials to utilize informal measures for resolving grievances rather than referring dissatisfied persons to formal grievance and appeal procedures. Formerly, when such procedures had only recently become widely established in the University, many officials readily referred cases to them to the point where the existence of the procedures seemed almost to be an excuse for the hasty abandonment of normal conflict resolution activities. The replacement of this attitude by a willingness to avoid formal grievances and appeals if possible reflects, I suspect, experience with such procedures and the institutional cost in terms of staff time, legal and other expenses, and goodwill which they can involve.

The fostering of rational, humane and efficient approaches to the resolution of grievances and complaints within the University is a *raison d'être* of the Ombudsman's Office. While the attitude change just noted can hardly be ascribed to the work of the office, I hope that besides whatever success there has been in resolving individual grievances, the office has had some success in the larger and broader task of helping shape institutional policies and practices in such a way as to facilitate the fair and expeditious settlement of conflicts and differences between the University and its members.

Eric A. McKee,
University Ombudsman

Table A
Analysis of Caseload by Action Taken

	75/76	76/77	77/78	78/79
Information	164	208	225	268
Grievances or Complaints				
(a) Expedite	35	55	50	45
(b) Resolved	35	36	47	46
(c) Unjustified	29	43	35	31
(d) Other	14	6	9	18
No action required	11	10	14	17
No jurisdiction	8	16	16	20
Incomplete	14	8	10	9
	310	382	406	454

Information Advising and informing members of the University about the means available to them to resolve whatever grievance or difficulty they have.

Expedite Resolution of relatively simple "red-tape" problems, such as arranging an exception to a rule in a particular case, speeding up consideration of a routine matter, securing an explanation of a decision, arranging a meeting with the appropriate official, or unsnarling difficulties which occurred when an item fell between two jurisdictions, etc.

Resolved A grievance was settled more or less to the satisfaction of both the complainant and the respondent official or department, usually through a reversal of the original decision, a compromise or an agreement that, in light of new or clarified information, no grievance existed.

Unjustified After investigation and consideration, no basis was found for a grievance, or the redress sought by a complainant was not justified or reasonable.

Other A grievance or the redress sought was found to be partially justified, no redress was possible, or it proved to be unresolvable.

No action required A case was drawn to the attention of the office, but no action of either an informational or investigative nature was ever required.

No Jurisdiction The object of the "request for assistance" was outside the jurisdiction of the Governing Council.

Incomplete No conclusion had been reached at the time of the report.

Table B
Analysis of Caseload by Constituency

	75/76	76/77	77/78	78/79
Undergraduate Students	140	194	202	237
Graduate Students	42	43	53	77
Academic Staff	22	28	19	28
Administrative Staff	57	72	72	64
Miscellaneous*	49	45	60	48
	310	383	406	454

*Includes organizations, applicants for admission, former employees and students, alumni and others.

Table C
Analysis of Caseload by Campus

	75/76	76/77	77/78	78/79
Erindale	16	24	15	21
Scarborough	23	14	26	15
St. George	268	299	322	371
Not applicable	3	45	43	47
	310	382	406	454

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Take one anthropologist, add a fiction writer, and you've got the recipe for a best-seller about Objibwa Indians

by Jacqueline Swartz

Erindale College anthropologist Rosamond Vanderburgh has come up with an experiment she hopes will bring her research to people who would never dream of reading the *Canadian Journal of Anthropology*.

Working with a fiction writer, Nan Salerno, Professor Vanderburgh has created a novel, *Shaman's Daughter*, about an Objibwa woman's experiences in the midst of clashing Indian and non-Indian cultures at the turn of the century.

Published in March by Prentice-Hall, *Shaman's Daughter* has already sold 35,000 copies; the paperback rights have been purchased by Dell for a six-figure sum. Prentice-Hall's high hopes for the book means a high-voltage radio and television promotion campaign from which not even the most retiring academic is exempt.

"I don't like publicity, but when you sell a book it's part of your contract," says Vanderburgh. She's particularly wary of alienating the people she depends on for her research. "I don't want the Objibwa people I've spent so much time with to feel that all this publicity is an intrusion."

She is pleased at the response of Indian women to the book. "It was touching... they called the book 'worthy', which has a very special reverential meaning."

Since 1965, Vanderburgh has been interviewing "my friends" the Objibwas. She got the idea for the main character, Supaya Cedar, from talking to Indian women about their ancestresses. "In Supaya are many of their qualities, especially strength," she says, adding that the book is based on real events.

She is eager to see the reaction of the public to the rendering of anthropological data into popular form. "What better way to present research to the public," she says, stressing that her original work was not trivialized by its incarnation as a novel.

The genesis and publication of the book was marked by a series of fortuitous events. Vanderburgh met her collaborator through Salerno's daughter Michelle, who was a graduate student at Erindale. During a weekend visit to her parents in Fredonia, NY, she described an anthropology course that was full of fascinating stories about Ontario's Objibwa people. That was in 1975. Shortly after, Salerno contacted Vanderburgh and for the next two years they were in constant communication. Salerno did the writing at home in Fredonia after being briefed on Indian ways and agreeing on the basic shape of the plot. She'd write a chapter or two, then drive to Mississauga or mail a copy off for Vanderburgh to review. This was supplemented by tape cassettes and long distance phone calls.

"Nan and I worked very well together,



Professor Rosamond Vanderburgh

but I did have to help her overcome her stereotypes — that Indians are all strong, sympathetic characters, the noble savage myth," says Vanderburgh.

In 1977, the novel was completed. Vanderburgh describes the process as "marrying our two skills: research and communication". By that time the book was in the hands of an agent who couldn't sell it. Enter another unlikely family connection. Salerno asked her husband's university colleague, John Scarry, to recommend another agent. Scarry's seven-year-old child had a friend who had a father named Oscar Collier, senior editor at the Prentice-Hall publishing company in New York. Collier, as it turned out, didn't think an agent was

necessary — Prentice-Hall would buy the book outright.

Vanderburgh notes that it was rejected by most major Canadian publishers. One of them told her that they had already filled their "Native People" quota. She adds that *Shaman's Daughter* relates to American Indians as well, especially since over half the Objibwas live in the US.

If the book sells as well as its publisher is predicting, one reason, according to Vanderburgh, is that "it speaks to anyone who is aware of losing their roots". Meanwhile, she is still teaching at Erindale, and thinking about being able to buy what seems to her most valuable — time to continue with her research.

Press Notes

If he had left us only the very fine pub in the college named in his memory, Harold Adams Innis might be revered within the university community. He would himself have enjoyed watching people there exercise what he considered the university's educational imperative — "the right and duty not to make up one's mind."

A restless and relentless intellect, Innis nurtured — if he did not in fact virtually create — the field of Canadian economic history with *The Fur Trade in Canada* (1930), *The Cod Fisheries* (1940) and, later, *Essays in Canadian Economic History* (1956).

His commitment to Canadian studies did not restrict an extraordinarily fertile mind and amazing range of interests. *Empire and Communications* (1950) and *The Bias of Communication* (1951) went far beyond economic history and inspired another eminent Canadian theorist — Marshall McLuhan.

What Innis completed is now classic. What he left — notes, epigrams, jottings — is simply fascinating. *The Idea File of Harold Adams Innis*, edited by William Christian and published in April, is a collection of some 1500 notes compiled by Innis during the last seven years of his life. They touch on many and diverse aspects of human civilization.

We think the book is great. (So does Robert Fulford of *Saturday Night*, who called the *Idea File* "evidence of a dedicated intellectual's attempts to broaden his understanding of how human history works" and described it as "intellectual eavesdropping on a high level.") A few examples of Innis's choppy but stimulating notes to himself show why.

IDEAS

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University subjects very largely an extension of modern languages — each subject has its type of words — course designed to develop special vocabulary — economics, sociology — vested interest in mutual unintelligibility — reference to fields.

Spectacles meant work of scholars at more advanced age and consequently scholarly work.

Cocktail lounges and retailers of beer make large profit on foam — sell 150 glass keg to make up to 200 glasses.

"Property is theft," a phrase stolen by Proudhon.

Not until 1939 were births, deaths, and marriages replaced by principal news in *Daily Telegraph* front page.

The Idea File of Harold Adams Innis is now available in both cloth and paper (\$20.00 and \$7.50). And in this case we don't frown on eavesdropping.

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Chant to head feasibility study of U of T—Guelph toxicology institute

U of T and the University of Guelph will undertake a joint study to determine the feasibility of a Canadian Institute of Toxicology to examine poisons and their effects.

The proposed institute would address a wide spectrum of toxicological problems by utilizing the combined talents of the two universities, in partnership with federal and provincial governments and industry.

Both universities have large, ongoing programs in toxicology. The proposed institute would enhance the benefits of the present programs that each offers to the public. It would combine the strengths of the life and health sciences at U of T with the agriculture and food sciences and veterinary medicine at the University of Guelph, and would utilize the environmental expertise of both.

Professor Donald A. Chant, vice-president and provost, will direct the study committee and Professor Freeman McEwen, chairman of the Department of Environmental Biology at the University of Guelph, will be associate director. The study will get underway on July 1, when the provost ends his five years of office. He will maintain offices at both universities and in Ottawa where he is also chairman of the Canadian Environmental Advisory Council.

"It is intended that the proposed institute will provide research into the

nature of chemical effects on biological and ecological systems," Chant said, "as well as evaluate the toxicity of particular chemical agents, develop preventive and control technology and train toxicologists."

The proposed institute will be a focal point for toxicological information, research and training for Canada," McEwen said. "Toxicants occurring naturally will be studied along with chemicals that are introduced into the environment by man."

McEwen, one of the country's top scientists in the field of pesticides, is a member of the Ontario Pesticide Advisory Committee, Ministry of the Environment. He is also chairman of the subcommittee on pesticides of the National Research Council Associate Committee on Scientific Criteria for Environmental Quality.

The proposed institute would include a core of 30 research scientists plus support staff, supplemented by an additional 45 scientists to be employed by contract and grant funds and by government and industry.

It is estimated the institute would require an annual operating budget of \$5 million, \$3 million of which would be a continuing commitment from industry and the federal and provincial governments.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Margaret Graham, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Barb Lipton, 978-4518; (6) Clive Pyne, 978-4419.

Clerk Typist II

(\$8,520 — 10,030 — 11,540)
Family & Community Medicine (4),
Alumni Affairs (2)

Clerk III

(\$9,370 — 11,040 — 12,710)
Physical Plant (6), Woodsworth (6),
Music (1)

Secretary I

(\$9,370 — 11,040 — 12,710)
Immunology, 60 percent (2), Music (1),
Research Administration (1)

Secretary II

(\$10,330 — 12,160 — 13,990)
Jewish Studies (1), Director of Finance (3),
Comptroller's Office (3), Medicine (4),
Health Administration (4), Dean's Office,
Medicine (4), Administrative Services (6)

Secretary III

(\$11,370 — 13,370 — 15,370)
Personnel (2), Policy Analysis (6)

Laboratory Technician I

(\$10,330 — 12,160 — 13,990)
Medicine, Banting & Best (2)

Laboratory Technician II

(\$12,620 — 14,880 — 17,110)
Pathology (4), Pharmacy (4), Medical
Genetics (2), Medicine (4), Biomedical
Engineering, 50 percent (4), Pharma-
cology (2), Biochemistry, 60 percent (2)

Laboratory Technician III

(\$13,960 — 16,430 — 18,900)
Surgery (4)

Programmer III

(\$19,100 — 22,480 — 25,860)
Business Information Systems (3),
Computing Services (3)

Programmer IV

(\$23,540 — 27,710 — 31,880)
Library Automation Systems (3)

Administrative Assistant I

(\$11,370 — 13,370 — 15,370)
International Studies (6),

Administrative Assistant II

(\$14,760 — 17,370 — 19,980)
University College (6)

Audio Visual Technician II

(\$10,330 — 12,160 — 13,990)
Media Centre (1)

Personnel Officer I

(\$16,390 — 19,280 — 22,170)
Employment and Staff Development,
Personnel Department (4)

Photographer III

(\$13,960 — 16,430 — 18,900)
Instructional Media Services,
Faculty of Medicine (4)

Cryogenic Technician

(\$14,760 — 17,370 — 19,980)
Physics (1)

Accountant II

(\$13,280 — 15,630 — 17,930)
Central Services, Faculty of Medicine (4)

Accountant V

(\$22,360 — 26,310 — 30,260)
Internal Audit, two positions (2)

Police Constable

(\$14,144, Union)
Erindale (6), St. George (6)

Engineering Technologist II

(\$14,760 — 17,370 — 19,980)
Physical Plant (6)

Horticulturist III

(\$15,500 — 18,240 — 20,980)
Erindale College (4)

Professional Engineering Officer II

(\$21,200 — 24,940 — 28,680)
Computing Services (3), Mechanical
Engineering (1)

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U of T professors elected to Royal Society

Nine U of T professors are among 60 distinguished Canadian humanists and scientists elected to fellowship in the Royal Society of Canada for excellence in their fields of work.

They will be inducted into the society on June 1, at its annual meeting to be held at the Université du Québec à Montréal.

The Royal Society of Canada, whose total membership is 929, was founded in 1882 by the Marquess of Lorne who was then Governor-General of Canada. The president is R.E. Bell of McGill University.

The society is a national academy which endeavours to recognize high distinction and to stimulate achievement in the humanities, the social sciences and the sciences by elections to fellowship and

by the awarding of medals, prizes and scholarships. It holds or sponsors symposia to ascertain the state of subjects of interest and so inform the public.

U of T faculty elected this year are: Professors William McAllister Johnson, Department of Fine Art, Trevor H. Levere, Institute for the History & Philosophy of Science & Technology, Edward A. Synan, Department of Philosophy, Thomas A. Wilson, Institute for Policy Analysis, Emmanuel Farber, Department of Pathology, John B. French, Institute for Aerospace Studies, Kunio Murasugi, Department of Mathematics, Anthony J. Naldrett, Department of Geology, and William E. Swinton, professor emeritus, Department of Zoology.

Wycliffe to honour journalist

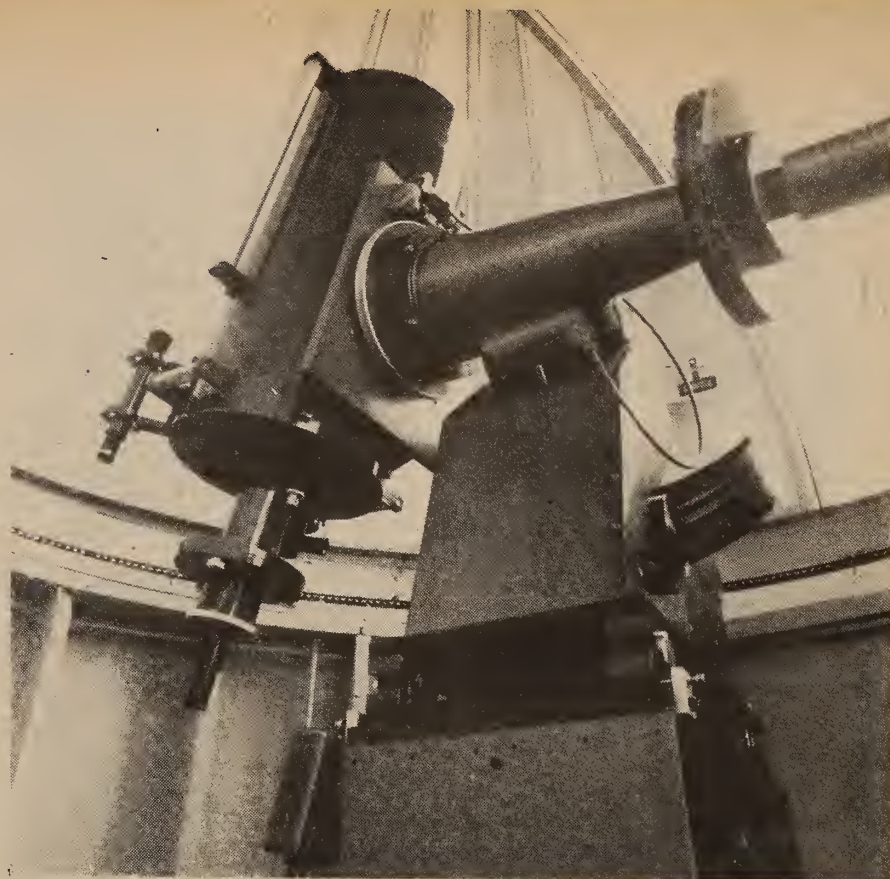
Arnold Edinborough is to be recognized for his outstanding contribution to Christian journalism by Wycliffe College.

He will be awarded the honorary degree, doctor of sacred letters, at Wycliffe's annual graduation exercises in Convocation Hall, Monday, May 12, at 8 p.m.

This degree, Principal Reginald Stackhouse explains, is awarded only to laity who have given distinguished leadership in the church. It has been conferred by Wycliffe only twice before, on Malcolm Muggeridge and Reginald Soward.

President of the Council for Business and the Arts as well as a former publisher of *Saturday Night*, Edinborough is the author of several books on church-related subjects — *Some Camel, Some Needle*; *The Enduring Word* (a centennial history of Wycliffe College); and *One Church, Two Nations*.

For many years he has been a columnist for the *Canadian Churchman*, the national publication of the Anglican Church of Canada. Degrees will also be conferred jointly by the University and Wycliffe College on a graduating class of 18.



A six-year campaign by Scarborough astronomers has ended successfully with the installation of this 30-cm. Questar telescope, situated atop the college. The official dedication in mid-March was attended by 25 enthusiastic onlookers including Principal Joan Foley and astronomers from such distant locales as Minneapolis and Warsaw. Principal Foley remarked at the dedication that she had learned something about astronomy during the protracted telescope negotiations, but she had learned even more about astronomers, in particular that "they know what they want and they are very persistent". The Questar will have first-rate instrumentation including a photoelectric photometer and a compact spectrograph based on Professor Robert Garrison's design. Both of these should see plenty of use next year when Scarborough institutes its new undergraduate course in practical astronomy.

Honorary degrees to be awarded at Trinity

At the Convocation of the Faculty of Divinity of Trinity College, on Wednesday, May 7, at 8.30 p.m., three honorary degrees will be awarded.

Professor Francis Wright Beare will receive the doctor of divinity in recognition of his service to the college and his scholarship in the New Testament. John Lennox Wright and Phyllis Georgie Haslam will receive the doctor of sacred letters, a degree granted by the college to lay people. Wright is the founder and first headmaster of St. George's College. Haslam was for many years executive

director of the Elizabeth Fry Society. She will deliver the Convocation address.

In addition to these honorary degrees, 26 earned degrees will be conjointly awarded by Trinity College and the University of Toronto.

For the first time, the Convocation ceremony will take place in the college chapel, a neo-gothic masterpiece designed by the British architect Sir Giles Gilbert Scott. Celebrations marking the 25th anniversary of its consecration are planned for November.

Computer Services Users' Committee

Terms of Reference

The role of the Computer Services Users' Committee shall be to provide a forum for discussion of the services provided by the University of Toronto Computing Services (UTCS) and the manner in which they meet the needs of the users. The committee may make advisory recommendations to the director of UTCS about the services that are provided, but shall not be concerned with the internal administrative arrangements of UTCS, except to the extent that they directly affect the provision of service. Each member of the committee shall serve as a representative of the division through which the committee appointment was made.

The director of UTCS shall bring to the users' committee, through the chairman, proposals for changes in UTCS for the review, evaluation and advice of the users' committee.

The users' committee shall report annually, in writing, through its chairman to the vice-president (research and planning) and registrar.

Composition

The committee shall be composed as follows:

1. One representative of every department or office with a computing services budget (currently 90-series accounts);
2. One representative appointed by the principal, dean or director from any academic division, including the federated and constituent colleges, not otherwise represented on the users' committee;
3. Extra members appointed by the vice-president on the recommendation of the chairman;
4. A chairman of the committee, not normally a member of the UTCS staff, elected for a two-year term by the committee from amongst its members; the committee chairman shall *ex officio* be a member of the Presidential Advisory Committee on Computing Facilities and Services;
5. A secretary of the committee, responsible for the administrative support of the committee's deliberations, who shall normally be the faculty liaison officer of UTCS;
6. The coordinator of University Information Systems (*ex officio*);
7. The director of UTCS (*ex officio*).

U of T spring Convocations

The University of Toronto will award degrees to approximately 8,000 students during spring Convocation ceremonies. From June 6 to June 20, eight honorary degrees will be conferred by Chancellor A.B.B. Moore in his last Convocation before his term ends on June 30.

Friday, June 6, 2.30 p.m.
Francis Norman Hughes, dean emeritus, Faculty of Pharmacy, and registrar-treasurer, Pharmacy Examining Board of Canada, will receive a doctor of laws degree. Dean Hughes was instrumental in introducing the BSc, MSc, and PhD degrees in pharmacy at U of T, the only faculty of pharmacy in Ontario.

Wednesday, June 11, 2.30 p.m.
Donald A. Chisholm, chairman of the board of Bell Northern Research Ltd., will receive a doctor of science degree. Chisholm was instrumental in making Bell Northern one of the world's leading centres for applied research. He is a director of Intersil Inc., in Cupertino, California, and a fellow in the Institute of Electrical and Electronics Engineers.

Thursday, June 12, 2.30 p.m.
John Robert Evans, former University of Toronto President, will be granted a doctor of laws degree. Dr. Evans graduated from U of T with an MD in 1952 and from Oxford with a PhD in 1955. He was dean of medicine and vice-president, health sciences, at McMaster University between 1965 and 1972. Dr. Evans is director of population, health and nutrition of the World Bank in Washington, DC.

Friday, June 13, 10.30 a.m.
Betty Oliphant, artistic director and ballet principal of the National Ballet School, will receive a doctor of laws degree. In 1947, Oliphant came to Toronto from London and founded a classical ballet school. She was appointed ballet mistress of the newly formed National Ballet of Canada in 1951, and, in 1959, she established the National Ballet School, the first of its kind in North

America. An internationally respected teacher, she is a founding member of the Canadian Association of Professional Dance Organizations and a fellow and examiner of the Imperial Society of Teachers of Dancing.

Monday, June 16, 2.30 p.m.
Thomas Clement Douglas will receive a doctor of laws degree. A member of the House of Commons from 1935 to 1944, 1962 to 1968 and 1969 to 1979, and former federal leader of the New Democratic Party, he was premier of Saskatchewan from 1944 to 1961. He is a graduate of Brandon College and McMaster University and did post-graduate studies at the University of Chicago.

Tuesday, June 17, 2.30 p.m.
Lord Ashby of Brandon, Suffolk, will receive a doctor of laws degree. Lord Ashby has been chancellor of Queen's University in Belfast and vice-chancellor of the University of Cambridge. He was chairman of the United Kingdom Royal Commission on Pollution and has contributed greatly to discussions of environmental policy in the European Economic Community. He has had a marked influence in environmental programs at U of T where he was a Sesquicentennial lecturer in 1976-77.

Wednesday, June 18, 2.30 p.m.
Victor Charles Goldbloom, president of the Canadian Council of Christians and Jews, will receive a doctor of laws degree. The Montreal-born pediatrician has been concerned with minority rights and was a member of the Quebec National Assembly from 1966 to 1979.

Friday, June 20, 2.30 p.m.
James A. Jerome will receive a doctor of laws degree. Mr. Justice Jerome was elected to the House of Commons in 1968, served as a member of the Special Committee on Procedure and was Speaker of the House from 1974 to 1979. Recently, he was appointed a judge of the Federal Court of Canada.

Swift, who has been acclaimed first vice-president.

Running in opposition are unionists David Askew (for president), Catherine Waite (for second vice-president), and Stuart Sutherland (for secretary). Nancy Okada, a candidate for treasurer, favours a memorandum of agreement.

David Askew defended his year as president by pointing to the salary settlement negotiated by UTSA which provided non-academic staff with a minimum increase of \$1,000. He said the grievance committee had been active but expressed concern about continuing inequities in job classification. If re-elected, he said, his priorities would be to increase membership, to bring the alternative structures issue before the membership, and to keep up with the ongoing work of the association.

His opponent, Rianna Wallace, questioned the need for further debate on the organization's structure.

"UTSA as a free association is a credible and respected body of this University," she said. "The maintenance of nonconfrontational relationships is essential to settling differences. . . This basic rationale of productive cooperation must be preserved. The association must continue to achieve improvements and changes through mature and responsible discussion."

First vice-president Swift agreed that the question of alternative structures should be laid to rest so the executive could "stop arguing and get back to work."

"If there were no problems or concerns other than the alternatives issue, we could afford the luxury of long philosophical discussions. Unfortunately there are other matters with which UTSA should be dealing. The longer the alternatives debate goes on, the less we accomplish."

Swift said the membership could resolve the issue on May 14 by voting for the free-association slate of candidates.

"Because we have chosen to run as a group," said Charlotte Turnbull, "we have been labelled 'an insular group'. Two years ago, when (our opponents) ran on a slate, they called themselves the 'reform group'. We would like to be known as the 'restoration group', committed to restoring the visibility, the integrity, and the credibility of UTSA."

Turnbull's opponent, Catherine Waite, disagreed vigorously with the free association slate for "offering the UTSA membership a chance to accept a decision already made for it."

"They believe UTSA should remain as it is: that there are no reasons for any structural change. . . There would be no opportunity for the membership to decide the issue for itself. There would be no discussion, no referendum."

"These assumptions and assurances

are being made during a period of fiscal restraint imposed upon the University by the provincial government. Staff members are being laid off and jobs are allowed to remain vacant while the additional workload is imposed on the remaining staff. . . yet they deny a referendum. I believe that the membership of UTSA alone has the power, and the right, to decide."

Meanwhile, said Waite, there are "several issues which are perhaps even more important", such as a better grievance procedure, a job retraining program, a more viable professional development policy, and increased membership.

Stuart Sutherland agreed that ideology was not the only reason for contesting the election.

"What is equally at stake is the individual expertise and talents of each candidate for their specific positions. A great deal of work — all of it volunteer — is required, and much of it is time-consuming and often unpleasant. UTSA requires an efficient and competent administration in order to maintain its viable and visible position on campus."

"This past year we have had an active grievance committee, the newsletter has included more new material than before, and the salary and benefits negotiations were concluded on a more favourable note than previously."

Sutherland said the election was not the place to decide the future course of UTSA because three or four weeks of campaigning does not constitute the best basis on which to make such an important decision.

"Such debate must, by its very nature, be ongoing. I am in favour of eventual unionization but I think all views must be heard on the executive."

He said he was willing to work with anyone, whatever their views, and he urged members to vote for individual expertise, free discussion, and diversity of opinion.

Nancy Okada said that since winning the February by-election for treasurer, she had devised a new method of financial record-keeping which "if implemented, would provide a more detailed, organized, and workable system that is better suited to the association's needs".

Anne Lewis said she had decided to run for treasurer because she was concerned that too much energy had "been used for internal politics, rather than working for the good of, and on behalf of the membership."

Also scheduled to be held April 30 at Hart House was the UTSA annual meeting but a quorum of 127 was required and only 78 members were in attendance. The annual meeting has been rescheduled to May 12, with the location to be announced.

Government underfunding could reach 'staggering proportions'

Ontario universities need \$60 million more than the government is providing next year just to retain current levels of service, says the annual brief from the Council of Ontario Universities (COU).

It also says the cumulative effect of underfunding since the province last heeded COU's advice three years ago has reached \$159.7 million, and will reach "staggering proportions" if government persists in its goal of a balanced budget by 1983-84. "Can it be that we are mortgaging our future to pay our present debts?" asks the brief.

The report, which was presented to the Ontario Council on University Affairs (OCUA) in mid-April, says an estimated \$893.5 million is needed from the province next year to maintain present operations, an increase of 13.2 percent over the previous year. Government has responded with \$832.8 million, an increase of 7.1 percent. And OCUA, the province's own advisory body, has put the price at \$886.6 million, a 12.5 percent increase.

Even if all universities implemented the 10 percent discretionary fee permitted over the base 7.5 percent formula fee increase to the maximum allowed next year, it would generate added revenue of only \$16 million, leaving a substantial shortfall, says the brief.

It predicts that "most, if not all, institutions will exercise this so-called fee 'autonomy' as one means of overcoming the deficiencies of government funding".

The 15 universities in Ontario have maintained their academic scope in spite of underfunding, the report says, but have paid the price in terms of cut-backs to salary increases, faculty and staff complements, library acquisitions, and equipment and building maintenance.

These attempts to curb spending have not produced "the drama that some observers seek as evidence that our university system is genuinely threatened," says COU. "There can be no doubt, however, that the continuing erosion of the universities' fiscal base has caused and will cause, over time and somewhat insidiously, our university system to change for the worse."

Its interprovincial comparison of operating grants shows that in 1974-75, universities received \$2,838 per full-time student. By 1978-79 the figure had risen to \$4,203. But over this period Ontario declined from fifth to seventh place compared to other provinces, the brief notes. By 1978-79, only Nova Scotia, Prince Edward Island and Manitoba were providing smaller grants per student.

COU says it is "quite frankly baffled" by the low priority government appears to be placing on education. A comparison with other provincially funded services shows "unequivocally that the government has chosen to afford to other publicly supported activities levels of funding that more closely reflect real need than has been the case with universities".

The brief adds "we cannot help but note that university grants in 1980-81 will enjoy a lesser increase than any other sector for which 1980-81 funding has been announced."

"Clearly, publicly stated policy and the facts are no longer in accord."

By scrimping on university funding, government seems to be saying that the need to balance its budget by 1983-84 "is so compelling that even the most rational case for increased funding cannot be sustained", the COU brief concludes.

"It seems to be telling us that the only way to assure the economic well-being of the province and thereby the future well-being of its university system is to pay the price now. We seriously doubt this to be the case."

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In Memoriam

Sir Edward Crisp Bullard, chairman of the Department of Physics, 1948-49, April 3.

Born in Norfolk, Professor Bullard worked initially on nuclear physics, but soon directed his talents to geophysics. He was on the staff of the University of Cambridge for 14 years and became known for his secret war-time research on the protection of ships from magnetic mines.

In 1948 he was appointed head of the physics department, succeeding Professor E.F. Burton. He was instrumental in securing for the University its first computer (FERUT, for Ferranti-University of Toronto).

Pierre René Robert, chairman of the Department of French in the constituent colleges, 1969 to 1975, April 10.

Born in Eyguières in Provence, Professor Robert settled in Canada in 1948 and taught in British Columbia high schools for three years. He completed his BA at the University of British Columbia in 1950, his MA and PhD at the University of California in 1954 and 1957 respectively. After four years as a full-time teacher at UBC, he came to U of T in 1961. He was promoted in 1965 to the rank of full professor, and in 1969 succeeded Dana Rouillard as chairman of French in the constituent colleges, a post he held until centralization in 1975.

One of his principal achievements was the creation of the Zola program for publishing all of Zola's correspondence, a major literary project now in progress at U of T.

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Events

Lectures

Monday, May 5

Deep Earth Gas: Will It Resolve the Energy Crisis?

Prof. Thomas Gold, Cornell University; first of six general 1980 H.L. Welsh lectures in physics. 1.45 p.m.

Density Functional Theory: An Approach to the Structure of Condensed Matter. Part I.

Prof. Walter Kohn, National Science Foundation Institute of Theoretical Physics; second of six general H.L. Welsh lectures in physics. 3.45 p.m.
All general lectures will be in the auditorium, Medical Sciences Building. (Physics and Astronomy)

Tuesday, May 6

Deep Earth Gas: Will It Resolve the Energy Crisis? Part II.

Prof. Thomas Gold, Cornell University; third of six general H.L. Welsh lectures in physics. 9.30 a.m.

Density Functional Theory: An Approach to the Structure of Condensed Matter. Part II.

Prof. Walter Kohn, National Science Foundation Institute of Theoretical Physics; fourth of six general H.L. Welsh lectures in physics. 11 a.m.

Recent Developments in Electrical Energy Storage: A New Canadian Super-Battery?

Prof. R.R. Haering, University of British Columbia; fifth of six general H.L. Welsh lectures in physics. 1.45 p.m.

Probing for the Gluon.

Prof. Sau Lan Wu, University of Wisconsin; last of six general H.L. Welsh lectures in physics. 3.45 p.m.

All general lectures will be in the auditorium, Medical Sciences Building. (Physics and Astronomy)

Wednesday, May 7

Pulsars: The Most Intense Sources of Radiation.

Prof. Thomas Gold, Cornell University; first of four specialized 1980 H.L. Welsh lectures in physics. 9.30 a.m.

The Physics of Intercalation Batteries.

Prof. R.R. Haering, University of British Columbia; second of four specialized H.L. Welsh lectures in physics. 11 a.m.

Recent Results from Petra.

Prof. Sau Lan Wu, University of Wisconsin; third of four specialized H.L. Welsh lectures in physics. 1.45 p.m.

Different Ways of Thinking about Solid Surfaces.

Prof. Walter Kohn, National Science Foundation Institute of Theoretical Physics; last of four specialized H.L. Welsh lectures in physics. 3.45 p.m.
All specialized lectures will be given in 103 McLennan Physical Laboratories. (Physics and Astronomy)

Thursday, May 8

Energy from Heaven and Earth.

Prof. Edward Teller, visiting professor, Pepperdine University; professor emeritus, University of California. Auditorium, Medical Sciences Building. 8 p.m.
(Applied Science & Engineering and Rakoczi Foundation)

Friday, May 9

Giancarlo di Carlo.

Italian architect, visiting Massachusetts Institute of Technology, known for University College in Urbino and workers' housing in Terni; last lecture in 1980 series. 3154 Medical Sciences Building. 8 p.m.
(Architecture, Toronto Society of Architects, Ontario Association of Architects and Architectural Alumni)
(Please note date.)

Aging and Eating.

Second annual Lionel Bradley Pett lecture in nutrition.
The effects of aging on what we eat, Dr. A.N. Exton-Smith, University College Hospital Medical School, London;
Eating Habits of Older People, Prof. Magdalena Kronld, Department of Nutrition & Food Science;
Can the eating habits of older people be changed? Prof. Barbara Posner, Boston University; chairman, Prof. G.H. Beaton, Department of Nutrition & Food Science. Auditorium, Board of Education, 155 College St. 8 p.m.
(Program in Human Nutrition)

Monday, May 12

Practical Aspects of the Suppression of Rh Immunization.

Prof. Em. Patrick L. Mollison, University of London. College wing lecture theatre (basement, room 213), Toronto General Hospital. 12 noon.
(Hematology)

The Relative Clinical Significance of Different Red Cell Alloantibodies.

Prof. Em. Patrick L. Mollison, University of London. South classroom (basement, Norman Urquhart wing, room 108) Toronto General Hospital. 4 p.m.
(Hematology)

Diphosphonates in Metabolic Bone Disease.

Prof. R.G.G. Russell, University of Sheffield. Main auditorium, Hospital for Sick Children. 5 p.m.

Tuesday, May 13

Soviet Advances in the Middle East.

Prof. George Lenczowski, University of California, Berkeley; second of five, "The Frontiers of University Research" SGS-Manulife series 1980. George Ignatieff Theatre, Trinity College, Devonshire Place. 8 p.m.
(SGS Alumni Association, International Studies and Manufacturers Life Insurance Co.)

Wednesday, May 14

Helping Networks and the Welfare State.

Dean Harold Lewis, Hunter College, City University of New York. Auditorium, Medical Sciences Building. 9 p.m.
(Social Work)

Colloquium

Friday, May 9

Asymmetric Reduction by a Model of NADPH and Its Mechanism.

Prof. Atsuyoshi Ohno, Kyoto University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

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Events

Meetings & Conferences

Saturday, May 10

The Nutrition Outlook for the Eighties.

Household Science Alumni Association spring symposium. Speakers: Valerie McGuire, Toronto-McMaster Lipid Research Clinic; Phil Robinson, Lipton Co. Ltd.; Dr. Rory Fisher, Sunnybrook Medical Centre.

Four Seasons Hotel, Avenue Road. 8.45 a.m. to 12 noon. Registration fee \$3. Information, 978-2365.

Sunday, May 11

Canadian Professors for Peace in the Middle East.

Annual conference, May 11 and 12. Bond Place Hotel, 65 Dundas St. East.

Sunday, May 11

Camp David and Beyond. (Seminar A) 8 p.m.

Speakers: His Excellency Mr. Yeshayahu Anug, Israel's ambassador to Canada; Prof. Tahsheen Bashir, Harvard University; chairman, Prof. Howard Adelman, York University.

Monday, May 12

Minorities in the Middle East, (Seminar B) 10 a.m.

Speakers: Mgr. Elias El-Hayek, American Lebanese Information Center; Heskell Haddad, World Organization for Jews from Arab Countries; Prof. Mordechai Abir, Hebrew University, Jerusalem; chairman, Prof. David Demson, Emmanuel College.

Canada and Israel. (Luncheon address) 12.15 p.m.

Prof. Harry Crowe, York University.

"Palestinian People Do Have Rights." (Film) 2 p.m.

The Occupied Territories: Settlements, Terrorism and Human Rights. (Seminar C) 4 p.m.

Speakers: Allan Gerson, U.S. Department of Justice; Prof. Uri Ra'anana, Tufts University; chairman, Prof. Frank Chalk, Concordia University.

Registration required. Information: Prof. David Demson, 978-3811; or CPPME office, 922-3596.

Monday, May 12

Education and the Engineer — Canadian Perspectives.

Second Canadian conference on engineering education, May 12 and 13. There will be two general sessions, four parallel special topic sessions and nine parallel discipline sessions.

Monday, May 12

General session. Auditorium, Medical Sciences Building.

Engineering Education — On the Threshold of the New Decade. Dean L.M. Wedepohl, University of British Columbia. 9.15 a.m.

New Approaches to Professional Courses. Prof. W.H. Vanderburg, Department of Sociology. 10 a.m.

A Review of NSERC's Five Year Plan. Gordon M. MacNabb, Natural Sciences & Engineering Research Council, Ottawa. 11 a.m.

Commentaire de l'Ecole Polytechnique sur le plan quinquennal du CRSNG. Prof. Roland Doré, Ecole Polytechnique, Montréal. 11.35 a.m.

Special topic sessions. Galbraith Building. 2 p.m.

New approaches to non-technical courses.

Engineering design.

Improving university-industry cooperation.

Graduate studies and research.

Tuesday, May 13

Discipline sessions. Galbraith Building. 9 a.m.

Biomedical: Educational Foci in Biomedical Engineering.

Chemical: Chemical Engineering Education and Energy.

Civil: Training in Municipal Engineering Systems.

Electrical: Role of Electrical Engineering Departments in Teaching Microprocessors to Engineering Students.

Engineering Physics: The Relevance of Engineering Experience to Engineering Physics Programs.

Geological: The Balance between Engineering and Geology in Geological Engineering Programs.

Industrial: Improved Industrial Productivity — Are Canadian Engineering Educators Meeting the Challenge?

Mechanical: Computer-Aided Design/Computer-Aided Manufacturing.

Metallurgy & Materials Science: Teaching Materials Science in the 1980s.

General Session. Auditorium, Medical Sciences Building.

The Problem of Selecting the Best Qualified Students for Admission to an Engineering Program. Associate Dean George N. Soulis, University of Waterloo. 1.30 p.m.

Problems Relating to Outside Consulting by University Staff. V. Milligan, Consulting Engineers of Ontario. 2 p.m.

The Role of Outside Consulting by University Staff. Dean Peter Adams, University of Alberta. 2.20 p.m.

Discussion period. 2.40 p.m.

Reports from special topic sessions. 3.30 p.m.

Information: Mrs. S. DesLaurier, conference secretary, 978-3119.

Thursday, May 15

American Hungarian Educators' Association.

Fifth annual conference. May 15 to 17. St. Michael's College.

Thursday, May 15

Academy and Community: Shared Interests and Recognized Differences. Round-table discussion. Participants:

Prof. Nandor F. Dreisziger, Royal Military College; Prof. Robert F. Harney, Department of History; Dr. Paul Reka, Central Hospital, Toronto; Marvi Bradshaw Ricker, community relations coordinator; Judy Young, Multiculturalism Directorate, Secretary of State; moderator, Prof. George Bisztray, Department of Slavic Languages & Literatures. Auditorium, Brennan Hall. 7 p.m.

Friday, May 16

Sessions. Auditorium, Brennan Hall. Literature. 9 a.m.

Immigration and Settlement. 10.45 a.m.

Folklore. 2 p.m.

Minorities. 3.45 p.m.

Saturday, May 17

Sessions. Auditorium, Brennan Hall.

The Instruction of Hungarian Language and Culture. (Please note, this session will be in Hungarian.) 10.30 a.m.

Science. 2 p.m.

National Images. 3.45 p.m.

Registration fee: pre-registration \$12; at conference, \$16. Attendance at one session only will be free but registration at the conference desk before attending the session will be required. Conference desk will be in Elmsley Hall; Thursday from 4 p.m., Friday and Saturday from 8.30 a.m.

Information and programs: 978-4157 or 978-4895.

(Chair of Hungarian Studies, Ethnic & Immigration Studies and American Hungarian Educators' Association)

Friday, May 16

Heidegger Conference.

May 16 to May 18. Council Chamber, Simcoe Hall.

Friday, May 16

Session 2 p.m.

Personal Responsibility and the Fostering of Truth. Prof. Thomas Langan, Department of Philosophy.

Heidegger and Aquinas: An Essay on Overcoming Metaphysics. Prof. John Caputo, Villanova University.

Saturday, May 17.

Session, 9.30 a.m.

Hearing and the End of Metaphysics. Prof. David Michael Levin, Northwestern University.

The Repetition of the First Beginning as a Prelude to Another Beginning: The Role of the Early Greeks in Heidegger's Turning. Prof. Keith Hoeller, Pennsylvania State University. Session, 2.30 p.m.

The Development of Heidegger's Concept of the Thing. Prof. Walter Biemel, Aachen.

Heidegger and Fantasy. Prof. Charles Scott, Vanderbilt University.

Sunday, May 18

Session, 9.30 a.m.

Report on the Heidegger-Glossary. Prof. Hans-Martin Sass, Ruhr-Universität Bochum.

Heidegger and Pain: Focusing on a Recurring Theme of His Thought.

Prof. Parvis Emad, DePaul University, Chicago.

Thinking and Tradition. Prof. James R. Watson, Loyola University, New Orleans.

Information, Prof. Graeme Nicholson, Department of Philosophy, 978-3314.

Seminars

Monday, May 5

Exercise and the Heat.

Prof. J. Weiner, L.S.B. Leakey Foundation, California. 330 Benson Building. 4 p.m.

(Physical & Health Education)

Conserved Ribonucleoprotein Particles in Higher Eukaryotes.

Dr. Joan Steitz, Yale University. 114 Best Institute. 4.30 p.m.

(Banting & Best Department of Medical Research)

Friday, May 9

Fats in Human Nutrition.

Biological Effects of Trans Fatty Acids, Dr. J.J. Gottenbos, Unilever Research, Vlaardingen, The Netherlands, 1.30 p.m.

Cardiovascular Effects of Dietary Linoleic Acid, Dr. F. Ten Hoor, Unilever Research, Vlaardingen, 2.15 p.m.

The Role of Dietary Fats in the Regulation of Blood Lipoproteins and in

Treatment of Adult Onset Diabetes Mellitus, Dr. A.J. Vergroessen, Unilever Research, Vlaardingen, 3.15 p.m.

Health Objectives and Fat Intake in the Canadian Diet, Dr. Joyce Beare-Rogers, Health Protection Branch, Health & Welfare Canada, 4 p.m.

2173 Medical Sciences Building. (Nutrition & Food Science)

Friday, May 16

Tidal Power Generation and Environmental Impact on Estuaries.

Prof. Christopher Mettam, University College, Cardiff. 211 Haultain Building. 12 noon. (IES)

The Acoustic Method as a Diagnostic Tool for Fibre Composites.

Prof. Bryan Harris, University of Bath. 219 Wallberg Building. 2 p.m. (Study of Materials)

Governing Council & Committees

Wednesday, May 7

Curriculum & Standards

Subcommittee.

Council Chamber, Simcoe Hall. 4 p.m.

Monday, May 12

Planning & Resources Committee.

Council Chamber, Simcoe Hall. 4 p.m.

Wednesday, May 14

Admissions & Awards

Subcommittee.

Council Chamber, Simcoe Hall. 4 p.m.

Thursday, May 15

Governing Council.

Council Chamber, Simcoe Hall. 4.30 p.m.

Tuesday, May 20

Committee on Campus & Community Affairs.

Council Chamber, Simcoe Hall. 4 p.m.

Wednesday, May 21

Business Affairs Committee.

Board Room, Simcoe Hall. 4 p.m.

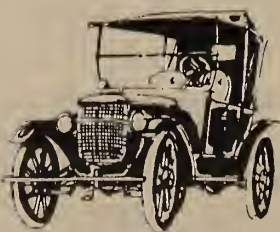
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Events

Concerts

Monday, May 5

Elizabeth Nye, Flute.

Master of music in performance recital. Walter Hall, Edward Johnson Building. 8.15 p.m. Subject to confirmation on day of performance. Information, 978-3733.

Wednesday, May 7

Joyce Gundy, Violin.

Accompanied by Ruth Watson-Henderson, piano; final concert in 1979-80 noon hour series; works by Desplantes-Nachèz, Schubert, Suz-Kocian and Dorati. Concert Hall, Concert Hall, Royal Conservatory of Music. 12.15 p.m. Information, 978-3771.

Thursday, May 8

Christina Petrowska-Brégent, Piano.

Final concert in 1979-80 twilight series; works by Debussy, Messiaen, Chopin and Liszt/Busoni. Concert Hall, Royal Conservatory of Music. 5.15 p.m. Information, 978-3771.

Saturday, May 17

Woodwind Music by Canadian Composers.

Second concert of annual Canadian concerts series, first performances of three new works for woodwinds including Woodwind Trio by Samuel Dolin. Tony Antonacci, flute; Harry Sargous, oboe; Blago Simeonov, Clarinet; Christopher Weait, bassoon; Miles Hearn, horn; Nancy Antonacci, piano. Concert Hall, Royal Conservatory of Music. 8.15 p.m. (Conservatory, Ontario Arts Council, Toronto Musicians' Association and Performance Rights Organization of Canada)



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Reading & Opera

Friday, May 16

An Evening with Hungarian-Canadian Poets.

Poetry readings in conjunction with fifth annual conference, American Hungarian Educators' Association. Auditorium, Brennan Hall, St. Michael's College. 8 p.m. (Chair of Hungarian Studies, Ethnic & Immigration Studies and American Hungarian Educators' Association) (Please note, readings will be in Hungarian.)

Thursday, May 22

Opera Excerpts.

Programs of excerpts, final production by Opera Department this year, will be given on May 22, 24, 27, 29 and 31. MacMillan Theatre, Edward Johnson Building at 8 p.m. Tickets \$2 available from 5 p.m. from box office on evening of performance. Information, 978-3744.

Miscellany

Wednesday, May 7

Tea and Fashion Show.

University Settlement's annual fund-raising tea in aid of summer program. Fashions by Patricia White, shoes and bags by Gay Paree, shows at 1.30 and 3 p.m. President's house, 93 Highland Ave. 1.30 to 4.30 p.m. Information, 233-7785.

Trinity Divinity Convocation.

Honorary graduands: Prof. Em. Francis Wright Beare, Trinity College; John Lennox Wright, Toronto; and Phyllis Georgie Haslam, Toronto, who will give convocation address. Trinity College Chapel. 8.30 p.m.

Thursday, May 8

Victoria University Convocation and Emmanuel College Graduation.

Honorary graduands: Rev. Robert G. Oliver, Caledon East; Lois Girvan Wilson and Mary R. Jackman, Toronto; and Rev. R. Maurice Boyd, London, Ont., who will give convocation address. Convocation Hall. 8 p.m.

Art as Applied to Medicine Open House.

Annual display of work of staff and students. Third floor, 256 McCaul St., May 8 and 9. Information, 978-2658. Hours: Thursday, 12 noon to 9 p.m.; Friday, 9.30 a.m. to 3 p.m.

Monday, May 12

Wycliffe College Graduation.

Honorary graduand: Arnold Edinborough, Council for Business & the Arts, Toronto, will give graduation address. Convocation Hall. 8 p.m.

Tuesday, May 13

Knox College Convocation.

Honorary graduands: Rev. John Craig Cooper, Presbyterian Church in Canada; Rev. Stephen How, Shoal Lake; and Prof. R. Sheldon MacKenzie, Memorial University. Convocation address will be given by Rev. Dr. James A. Wharton, Houston. Convocation Hall. 8 p.m.

Exhibitions

Monday, May 12

Engineering Education.

Exhibition in conjunction with second Canadian Conference on Engineering Education. Latest textbooks, thermal and mechanical teaching/learning aids and scientific calculators. Lobby, Galbraith Building, May 12 and 13. Hours: Monday, 12 noon to 6 p.m.; Thursday, 8.30 a.m. to 2 p.m.

Thursday, May 15

Hungarian Arts and Folkculture.

Display area, Robarts Library, to June 18. (Community Relations and Hungarian Helicon Society)

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Persons with experience in the teaching of writing are encouraged to apply.

Applications should include a description of qualifications, a curriculum vitae and the names of two or three referees who could be approached if necessary. Please address applications to the Dean of Women, University College Union, 79 St. George Street before 9 May, 1980.

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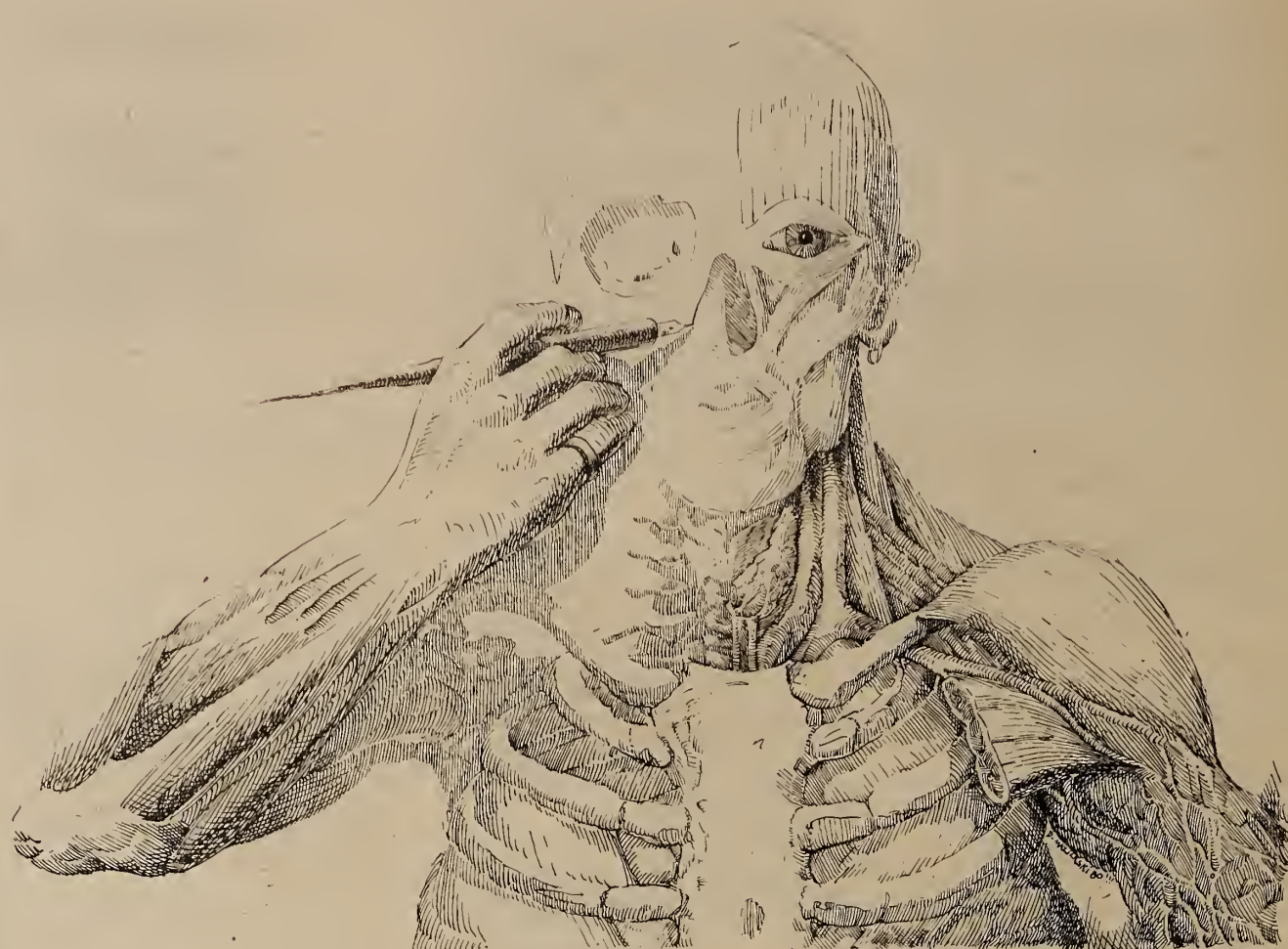
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**Provincial research and
productivity council
would promote creative partnership among
government, business, industry and universities**

The Council of Ontario Universities (COU) has presented a brief to Premier William Davis calling for the establishment of an Ontario Council for Research and Productivity.

"Ontario should more consciously perceive itself to be a research-based province committed to living by its wits as well as its resources," states the report of the COU special committee chaired by President James Ham.

An Ontario Council for Research and Productivity would assist in the formulation of policies to promote a more creative partnership in research among government, business, industry and the universities. It would also identify specific needs and opportunities for research and development, and recommend funding, in areas that are important for the diversification and improvement of productivity in the province of Ontario.

The council would be a public body composed of experienced persons from business, industry, government and the universities, with a full-time chairman and a small secretariat. It would act as an important research broker, bringing together policy makers and those who implement policy, university researchers and clients, those with financial resources for research and those in need of such resources.

Ontario has lagged behind such provinces as Quebec, Saskatchewan, Alberta and British Columbia in co-ordinating university research activity with provincial objectives and in making large financial resources available for research.

"Given the dramatic uncertainties

facing us as we begin the decade of the 80s, with pressing problems in the economy, energy, health, the environment, national affairs, and international relations, the importance of research has never been greater . . . The universities as institutions have both the human and physical resources to support the research endeavours."

According to the report, almost 40 percent of Canadian university capacity for research is located in Ontario. But despite the provincial and national potential, Canada's expenditures on research and development have been less than one percent of the annual gross national product — well behind those of many other industrialized countries.

The report concludes: "There is a sound infrastructure for research in the universities, evidence of important initiatives by the federal government, and a growing awareness that industry, the universities and the government must work together more effectively with our ingenuity as well as our physical resources. In this period of uncertainty when competence and confidence are essential, it is time to strengthen the effectiveness of research in and for the province of Ontario. The universities are concerned to play their part."

Representatives of COU will be meeting shortly with Premier Davis and Bette Stephenson, the minister of colleges and universities, for discussion on the brief.

Academic Excellence: Make or Buy?

by D.A. Chant

The University of Toronto is sometimes criticized for not being more aggressive in attempting to recruit figures of towering academic excellence to add to our scholarly lustre. No doubt there are times when such recruitment is appropriate, but I am skeptical that it should be our general practice. Rather, I would like us to give more attention than we do to improving the academic environment of the University so that we will increase the chances of our own faculty maturing and developing into superstars in their own right.

Superstars sometimes have reputations that have persisted beyond their most productive years. In fact, it might be generalized that, in most fields, by the time superstar status has been achieved the individual is over the intellectual hill. I think it can be argued that the greatest stimulus and challenge to others emanates from the brilliant young scholar on his or her way to stardom but before world recognition and all that entails has been achieved.

Superstars are expensive. For the price of one of them the University could hire two, or even three, young scholars, some of whom eventually would achieve stardom themselves.

Some superstars are prima donnas.



They sometimes expect too much adulation and deference and when they don't receive these things in sufficient measure they are discontented and sulk. I once hired a superstar and this is exactly what happened. There was a limit to the time that could be spent stroking his star ego but it was never enough and eventually he left, hoping to bask in the glow of another firmament.

The recruitment of a superstar can be unsettling to academic colleagues. If too much attention is given to the newcomer, others feel slighted and fear that they are judged to be inferior in comparison. Most of us have very thin academic skins and we don't like to pursue our scholarship in anyone else's shadow. Hostility and discontent can create serious problems in the academic community and the superstar often moves on, seeking a more congenial setting in which to work.

Superstars, especially in the sciences, sometimes make unreasonable demands on the resources of the University, well in excess of their ultimate value to us, no matter what their levels of excellence. The outcome of these demands, if they are met, is to deny resources to younger faculty, among whom may be potential members of the next generation of academic superstars. The superstar is disappointed if they are not met — and God protect us from disappointed superstars.

Finally, superstars sometimes reach a stage when they (shudder) develop administrative ambitions, presumably as a further boost to what already may be an overheated ego. Scholarly excellence and administrative talents do not always go hand in hand. Administrative skills are reasonably abundant whereas truly excellent scholarship is rare and precious. If the administrative ambitions of superstars are not realized the stars may become frustrated and seek opportunities elsewhere. If they are realized, they may be successful (I would not claim that

superstars never make good administrators) or unsuccessful but, regardless, a scholar is lost from scholarly pursuits and the purpose of hiring him or her in the first place is defeated.

So much for the "buying" of excellence. There are times when it is appropriate but we should do it cautiously and carefully.

The University should do more to create an intellectual environment that fosters excellence and the emergence of the next generation of academic leaders. For example, with respect to incentives and recognition, we have very little between merit salary increases, which will always provide limited opportunities for rewarding excellence, and University Professorships and the Alumni Faculty awards. Except perhaps socially at the departmental level, the University as an institution has no mechanisms for recognizing the awards that our faculty win, the fellowships in learned societies, the publication of seminal books and research papers. Our great size obviously works against us in this regard but we should be able to do better than we do. A regular column in the *Bulletin* highlighting the achievements of our faculty and the honours they received would be useful. Scarborough and Erindale Colleges already do this in their local newsletters: we should do it for the University in its entirety.

There are other ideas that should be explored. We might create a fraternity of Fellows of the University for young scholars, say below the age of 40, who would be freed for a year from all other responsibilities to concentrate on scholarship and research, perhaps with a research supplement. We could recognize excellence in teaching by giving annual master teacher awards, as do some other universities. We could consider creating a fund from which to provide annually a special salary supplement for faculty who are recommended for the highest

merit increases, say an extra \$1,000 on a one-time-only basis to faculty in the top one percent. We might create a President's Fund to provide special assistance to our best young scholars.

We could give greater public recognition to our University Professors by giving them a special place behind the President in academic processions, perhaps with a specially designed and distinctive gown.

It should not be necessary to secure substantial private endowments in order to create named chairs. Why not a Creighton Chair in History, a Ramsay Wright Chair in Zoology, a Wallberg Chair in Engineering, to be held for a period of time by our best scholars, as a mark of distinction? Each year the President could host a dinner for the superstars among us and another to honour excellence in our younger faculty, in each case the guests to be nominated by the divisions, or by the Research Board. We could sometimes ask brilliant young scholars to deliver convocation addresses: a dubious incentive, perhaps, but certainly recognition.

As we all know, in recent years government support for research and teaching has been grossly inadequate. Nevertheless, the University seems to be adjusting to this unfortunate situation: our general mood seems to be lightening, and we are beginning to emerge from our bunkers. We should now take stock and develop some positive initiatives such as I have proposed, not simply to preserve the excellence that we have but to enhance and encourage it in every way we can.

Inadequate resources notwithstanding, virtually nothing will hold back brilliant young scholars in their rise to excellence and emergence as academic superstars. However, we can speed them on their way and in so doing create a greater sense of our celebration of scholarship. We have produced superstars in the past. Undoubtedly we will continue to do so and, hopefully, will produce even more in the future. But we should refresh ourselves as an institution by creating excellence from the bottom, our true roots, and not by injecting excellence, created elsewhere, at the top.

Professor Chant is U of T vice-president and provost.



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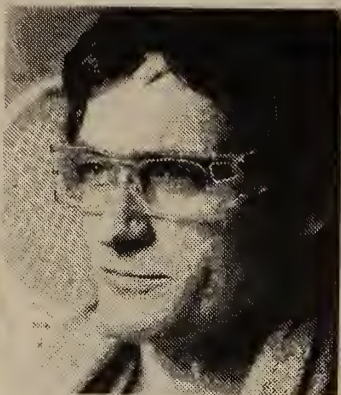
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Kruger concerned about grade 13 ESL requirement

Looking for literature content beyond 'Dick and Jane'

Dean Arthur Kruger of the Faculty of Arts & Science is concerned about vague wording in a faculty admission requirement approved by the Academic Affairs Committee April 10.

The requirement provides for grade 13 English-as-a-second-language (ESL) as an alternative to grade 13 English for students whose first language is not English and who have studied in an English-language school system for no more than four years. The faculty's general committee approved the ESL provision on condition that the faculty is satisfied that, in content and standard, the ESL course is at least comparable to grade 13 Anglais (the English course taken by French-speaking students in Ontario, similar to the French course taken by English-speaking students).

However the motion that went to the Academic Affairs Committee said nothing about grade 13 ESL being comparable to grade 13 Anglais. Instead the stipulation was that "with the advice of the faculty, the University (be) satisfied with the content and standard of grade 13 ESL courses when they are established".

Dean Kruger told the *Bulletin* in a telephone interview the reference to Anglais had been a signal to the schools that the faculty expected grade 13 ESL to be more than a grade four- or five-level remedial English course.

"We wanted to make it clear that we were looking for some significant literature content well beyond the Dick-and-Jane level," said Kruger.

The motion that went before the Academic Affairs Committee was worded by Professor Harry Eastman, vice-president (research and planning) and registrar. He said the faculty's reference to Anglais was "too specific".

"We formulated what we thought was an appropriate motion," Eastman told the *Bulletin*. "My responsibilities are University-wide so we had to choose a stance applicable to more than just the Faculty of Arts & Science. For example, there's Scarborough to be taken into account and also the Faculty of Nursing has adopted the same ESL wording."

Dean Kruger will be meeting with school representatives to explain the new ESL requirement, which will take effect in September 1982.

Search for psychiatry chairman

A search committee has been established to recommend a chairman for the Department of Psychiatry, for effect July 1, 1980.

The membership of the committee is: Drs. W.M. Paul, *chairman*; Paul Garfinkel, Department of Psychiatry; H.B. Durost, Department of Psychiatry; Quentin Rae-Grant, Department of Psychiatry; C.H. Hollenberg, Department of Medicine; and William Logan,

Department of Paediatrics; Prof. Ralph Garber, Faculty of Social Work; H.T. McCurdy, trustee, Clarke Institute; Peter Harris, trustee, Clarke Institute; and School of Graduate Studies appointee.

The committee will welcome suggestions and these may be submitted, preferably in writing, to the chairman or any member of the committee.

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